HAR ZARURAT KA REPLY

Greenply/2026-27
July 31, 2026

The Manager	**The Manager**
BSE Limited	National Stock Exchange of India Limited
Department of Corporate Services	Exchange Plaza, Bandra Kurla Complex
Floor 25, P. J. Towers, Dalal Street	Bandra (E)
Mumbai - 400 001	Mumbai - 400 051
Security Code: 526797	Symbol - GREENPLY

Dear Sir/Madam

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

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.

The above is for your information and records.

Thanking you,

Yours faithfully,
For **Greenply Industries Limited**

KAUSHAL KUMAR AGARWAL

Digitally signed by KAUSHAL KUMAR AGARWAL
Date: 2026.07.31 12:35:35 +05'30'

Kaushal Kumar Agarwal
Company Secretary &
Vice president-legal

Encl.: A/a

Greenply Industries Limited
'Madgul Lounge', 5th & 6th Floor, 23 Chetla Central Road, Kolkata - 700027, West Bengal, India
T : +91 33 24500400, 30515000 | **E :** kaushal.agarwal@greenply.com | www.greenply.com | **CIN :** L20211WB1990PLC268743
Registered Office : 'Madgul Lounge', 6th Floor, 23 Chetla Central Road, Chetla, Kolkata - 700027, West Bengal, India

Business Responsibility and Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the Entity

1.	Corporate Identity Number (CIN) of the Company	L20211WB1990PLC268743
2.	Name of the Company	Greenply Industries Limited
3.	Year of Incorporation	28/11/1990
4.	Registered office address	Madgul Lounge, 6th Floor, 23, Chetla Central Road, Chetla, Kolkata, West Bengal, India, 700027
5.	Corporate office address	Madgul Lounge, 5th & 6th Floor, 23 Chetla Central Road, Kolkata-700027, West Bengal, India
6.	E-mail id	kaushal.agarwal@greenply.com
7.	Telephone	+033 3051 5000
8.	Website	www.greenply.com
9.	Financial year for which reporting is being done	April 1, 2025, to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	a. Bombay Stock Exchange Limited b. National Stock Exchange of India Limited
11.	Paid-up capital	INR 12,49,02,045/-
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Kaushal Kumar Agarwal Mobile: 9748738904 Email: kaushal.agarwal@greenply.com
13.	Reporting boundary	Standalone basis
14.	Name of assessment or assurance provider	Not Applicable, as BRSR Assurance is not mandatory for the Company.
15.	Type of assessment or assurance obtained	Not Applicable, as BRSR Assurance is not mandatory for the Company.

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	Manufacturing of plywood, blockboards, decorative veneers, flush doors and allied products	55.35%
2	Trading	Trading of plywood, blockboards, flush doors and Polyvinyl Chloride (PVC) products	44.65%

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	Plywood & allied products	1621	100%

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	3	60	63
International	0	0	0

19. Markets served by the entity

a. Number of locations – This refers to locations where goods were transported to during the financial year, however the consumption of final product & even customer footprint is larger.

Locations	Number
National (No. of states)	28 states in India, 6 Union territories
International (No. of countries)	4

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

The company has minimal global presence, with exports contributing approximately 0.10% to its total revenue.

c. A brief on types of customers

The Company has classified its customers into the following categories:

1. Trade Customers: This category includes dealers, distributors, super stockists, and wholesalers who play a key role in the supply chain by facilitating the distribution of the Company's products to end-users.
2. Original Equipment Manufacturer (OEM) Customers: OEM customers refer to companies or firms that manufacture products (e.g., furniture) which are subsequently sold under their own brand name.
3. Other Customers: This category includes builders, contractors, and government departments that procure the Company's products for various projects and institutional use.

IV. Employees

20. Details as of March 31, 2026

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)	1384	1332	96.24%	52	3.76%
2.	Other than permanent (E)	205	201	98.05%	4	1.95%
3.	**Total employees (D + E)**	**1589**	**1533**	**96.48%**	**56**	**3.52%**
	WORKERS					
1.	Permanent (F)	1265	1080	85.38%	185	14.62%
2.	Other than permanent (G)	1765	1368	77.51%	397	22.49%
3.	**Total workers (F + G)**	**3030**	**2448**	**80.79%**	**582**	**19.21%**

b. Differently abled employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	4	4	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D + E)**	**4**	**4**	**100%**	**0**	**0%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED WORKERS					
1.	Permanent (F)	5	5	100%	0	0%
2.	Other than permanent (G)	0	0	0%	0	0%
3.	**Total differently abled workers (F + G)**	**5**	**5**	**100%**	**0**	**0%**

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.66%
Key Management Personnel (other than BOD)	2	0	0%

22. Turnover rate for permanent employee

	FY26			FY25			FY24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	28%	25%	24%	20%	22%	22%	41%	22%
Permanent Workers	7%	2%	6%	13%	12%	13%	5%	2%	5%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. No	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Greenply Speciality Panels Private Limited	Wholly Owned Subsidiary	100%	No
2	Greenply Sandila Private Limited	Wholly Owned Subsidiary	100%	No
3	Alishan Panels Private Limited	Subsidiary	67%	No
4	Greenply Samet Private Limited	Joint Venture	50%	No
5	Greenply Holdings Pte. Limited (Singapore)	Wholly Owned Subsidiary	100%	No
6	Greenply Global Trading Pte. Limited (Formerly known as Greenply Alkemal (Singapore) Pte. Limited, Singapore)	Wholly Owned Subsidiary of Greenply Holdings Pte. Ltd.	100%	No
7	Greenply Industries (Myanmar) Private Limited, (Myanmar)	Wholly Owned Subsidiary of Greenply Global Trading Pte. Limited	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹ Crs) : **2,022.41**

(iii) Net worth (in ₹ Crs) : **897.88**

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 (NGRBC)

The Company's key stakeholders include investors, customers, employees, value chain partners/ suppliers and community besides governments/regulatory authorities.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No)	FY 26			FY 25		
	(If yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the company has the mechanism in place to redress Grievances if any as per the policy defined. https://www.greenply.com:5001/pdf1715930795231-8304.pdf	0	0	NIL	0	0	NIL
Investors (other than shareholders)	Yes, investors can register their complaints/ grievances at separate email ID, i.e., investors@greenply.com Weblink - https://www.greenply.com:5001/pdf1715671950701-5239.pdf	0	0	NIL	0	0	NIL
Shareholders	Yes, shareholders can register their complaints/ grievances at separate email ID, i.e.,investors@greenply.com Weblink - https://www.greenply.com:5001/pdf1715671950701-5239.pdf	4	0	NIL	7	0	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 26			FY 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
Employees and workers	Yes, the company has the mechanism in place to redress Grievances if any as per the policy defined. Weblink - https://www.greenply.com/investors	0	0	NIL	0	0	NIL
Customers	Yes, Grievance Redressal Mechanism is in place, have separate email ID, i.e., sales.ply@greenply. Com	1786	8	There is a separate software system installed in the company to check and resolve the complaints	5	4	NIL
Value Chain Partners	Yes, Grievance Redressal Mechanism is in place, have separate email ID, i.e., sales.ply@greenply.Com	3038	40	There is a separate software system installed in the company to check and resolve the complaints	3181	177	There is a separate software system installed in the company to check and resolve the complaints
Other (please specify)							

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, as per the following format:

Material topic identification was conducted through a survey with key stakeholders identified. Board members, Investors/ Analysts, Employees, Customers, Bankers, and Suppliers have participated in the survey. The material topics are suitably incorporated in the Environment, Social and Governance (ESG) Strategy of the Company.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Climate Change and GHG Emissions	Risk and Opportunity	The escalating impacts of climate change pose a significant threat to business operations, particularly in global supply chains. The unpredictability of these effects, such as disruptions caused by extreme weather events, increased GHG emissions underscores the importance of recognizing climate change as a critical risk factor	Although our company operates with relatively low emissions, we actively participate in climate change mitigation efforts. Our strategy includes sustainable forest management and plantation initiatives, which not only contribute to reducing our carbon footprint but also enhance our resilience against climate related risks.	Climate change introduces financial uncertainty, particularly through the potential volatility of seasonal cash flows due to more frequent and severe extreme weather events, such as cyclones, floods, and wildfires. This risk is further compounded by increased GHG emissions and the possibility of higher insurance premiums and the reduced availability of insurance coverage for assets located in high-risk areas. Reducing GHG emissions is the opportunity for the business .
2	Energy Usage	Opportunity	Managing energy usage is essential for minimizing our carbon footprint and controlling operational costs. Efficient energy use and a shift towards renewable energy sources can significantly impact both environmental and financial performance.	Implement technology solutions and plant optimizations to lower energy consumption. Invest in renewable energy sources to enhance the share of renewable electricity. Manage dust emissions by improving processes across log handling, chipping, screening, and veneer trimming. Monitor and reduce greenhouse gas (GHG) emissions from our operations.	Inadequate efforts to reduce energy use coupled with a lack of renewable energy adoption, can lead to higher operational costs and potential penalties. Considering investing in renewable sources is a opportunity for us.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Sustainable Forest Management	Opportunity	Sustainable sourcing of raw materials is crucial for addressing environmental issues like deforestation and habitat destruction. By adopting responsible practices, we can reduce greenhouse gas emissions and enhance our ESG performance.	GIL engages in sustainable forest management and plantation activities, sourcing all timber through agroforestry. This approach ensures no deforestation and supports the creation of a sustainable raw material supply while fostering strong community relationships.	Sustainable sourcing practices can reduce environmental risks, potentially lower operational costs, and improve ESG performance, which may lead to favorable market positioning and stronger stakeholder relationships.
4	Water Footprint and Related Risks	Risk	Effective management of natural resources, particularly water, is essential to prevent overextraction in local and water stressed regions. For a plywood manufacturing entity like GIL, controlling water use and disposal is crucial.	Implement technology solutions and plant optimizations to reduce water consumption. Recycle wastewater from the RO system into reservoirs for use in sprinklers, which helps replenish the groundwater table and improves local water availability	Operations in water stressed areas can lead to higher costs for water procurement, whether from tankers or municipal sources. Enhanced water management practices can help mitigate these costs and improve overall resource efficiency.
5	Waste Generation & Disposal	Opportunity	Effective waste management is crucial to prevent pollution and contamination of earth, water, and air. Proper handling of waste can mitigate environmental impacts and align with regulatory requirements.	Reuse wood waste as fuel and modify processes to minimize operational waste. Implement well defined waste management procedures. Ensure appropriate disposal of hazardous waste in compliance with regulatory standards through authorized vendors.	Implementing robust waste management practices can lead to cost savings through the reuse of materials and avoid f ines and penalties. Additionally, reducing waste improves the environmental footprint and enhances operational efficiency.

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
6	Safety and Health for Workers and Contractors	Risk and Opportunity	Safety and Health for workers and contractors are central to our strategy due to its significant impact on staff safety and overall productivity. Addressing work related injuries and focusing on employee wellbeing is essential for maintaining a productive workforce and reducing health hazards across our operations.	At GIL, we emphasize a comprehensive OHS management system, including training and awareness for all stakeholders. Our goal is to minimize workplace incidents through a robust safety management system and continuous improvement in safety practices.	A strong focus on occupational health and safety not only enhances our brand image but also promotes worker morale, potentially leading to increased productivity, lower turnover, and better community relations. Furthermore, maintaining a safe working environment reduces compensation expenses and minimizes downtime associated with safety inquiries.
7	Community Relationship	Opportunity	Community relationship is crucial for the wood based industry as it fosters measurable and positive changes within the local communities where the company operates. This engagement helps in building trust and creating a supportive work environment.	GIL actively participates in community development programs, engagement exercises, and regular impact assessments. These efforts are designed to foster strong relationships with local communities and address their needs effectively.	Effective community engagement can establish trust and create a favourable work environment, leading to smoother operations and operational benefits. This positive relationship with local communities can contribute to long-term stability and support for the company's activities
8	Training and Education	Opportunity	Investing in the skill development of employees and fostering a healthy working environment is crucial for enhancing workforce capabilities and ensuring a productive workplace.	GIL is committed to upgrading employees and management through training in the latest technologies and industry best practices. This focus on continuous learning helps maintain a skilled and motivated workforce.	Effective skill development and a positive work environment are key to attracting, retaining, and motivating talent, which is essential for achieving business success in a competitive industry. These practices can lead to higher productivity, reduced turnover, and a stronger competitive position
9	Diversity, Equity and Inclusion	Opportunity	Promoting a diverse workforce and providing equal opportunities are vital for fostering effective human capital development and engaging local communities in manufacturing operations. This approach contributes to a more inclusive and supportive work environment	GIL is committed to diversity and inclusion, exemplified by initiatives such as employing women carpenters and architects. By ensuring equal opportunities and addressing discriminatory practices, we aim to build a comprehensive and equitable organizational culture.	A diverse workplace enhances talent retention, improves customer orientation, and boosts employee satisfaction and decision-making. These benefits contribute to increased organizational returns and create a positive feedback loop for continued growth and success

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESS									
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, the statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are approved by the Board.								
c. Web Link of the Policies, if available.	CSR Policy- https://www.greenply.com:5001/pdf1715930507994-9293.pdf Business Responsibility Policy- https://www.greenply.com:5001/pdf1715930337529-7289.pdf Code of Conduct- https://www.greenply.com:5001/originalpdf1780658207024-4728.pdf Code of Ethic- https://www.greenply.com:5001/originalpdf1779184058087-871.pdf Vigil Mechanism Policy- https://www.greenply.com:5001/originalpdf1764049431258-6342.pdf Community Grievance Redressal Policy- https://www.greenply.com:5001/pdf1715930795231-8304.pdf Grievance Redressal Policy- https://www.greenply.com:5001/pdf1715930935502-582.pdf Equal Opportunity Policy for Persons with Disabilities- https://www.greenply.com:5001/pdf1715930890934-6417.pdf Human Right Policy- https://www.greenply.com:5001/originalpdf1779343323383-9768.pdf Remuneration policy- https://www.greenply.com:5001/pdf1715929931027-8763.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)	No								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
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.	Forest Stewardship Council FSC® FM BIS Certificates ISO 9001:2015 Certified ISO 14001:2015 Certified ISO 50001:2018 Certified ISO 45001:2018 Certified CARB Certification IGBC Membership - IGBCMP091126 Greenpro Certification for Rajkot manufacturing plant								
5. Specific commitments, goals targets and performance by the entity with defined timelines, if any.	No specific commitments, goals, or targets with defined timelines have been formally established by the Company during the reporting period.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Not applicable, as no specific commitments, goals, or targets with defined timelines were formally established by the Company during the reporting period.								

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)	As one of India's leading manufacturers of plywood, MDF, veneers, doors, and other wood-based products, Greenply Industries Limited remains committed to creating long-term value through responsible and sustainable business practices. We recognize that environmental, social, and governance (ESG) considerations are increasingly shaping the business landscape, and we view sustainability as an essential driver of resilience, innovation, and growth. During FY 2025-26, we continued to strengthen the integration of sustainability into our business strategy and operations. Building upon the foundation established through our earlier sustainability disclosures and ESG initiatives, we focused on enhancing our governance mechanisms, responsible sourcing practices, employee well-being programmes, environmental stewardship efforts, and stakeholder engagement processes. Our approach is guided by the belief that sustainable growth can only be achieved by balancing economic performance with environmental responsibility and social progress. As a wood-based products company, our business is closely linked to natural resources. We therefore remain committed to promoting responsible sourcing and supporting sustainable forestry practices. Through our continued engagement with plantation partners, farmers, suppliers, and local communities, we strive to ensure a reliable and sustainable raw material ecosystem while contributing to livelihood generation and environmental conservation. During the year, we further strengthened our efforts in resource efficiency, energy management, water stewardship, waste management, occupational health and safety, and employee development. We also continued to enhance our ESG governance framework and improve the quality of sustainability-related data and disclosures. These initiatives support our objective of building a more transparent, accountable, and future-ready organization. We recognize that the sustainability journey is an evolving process and that there remain opportunities to further improve our environmental and social performance across the value chain. Going forward, Greenply will continue to focus on strengthening its ESG roadmap, enhancing stakeholder engagement, evaluating climate-related risks and opportunities, promoting innovation, and embedding sustainability principles across business functions. We remain confident that our commitment to responsible business conduct, supported by the collective efforts of our employees, customers, suppliers, business partners, communities, and shareholders, will enable us to create enduring value for all stakeholders while contributing positively to society and the environment. Together, we will continue to build a more sustainable, inclusive, and resilient future.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr Rajesh Mittal, Chairman cum Managing Director (Executive Director), DIN-00240900, is responsible for implementation of the Business Responsibility (BR) policies of the Company.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, Mr Rajesh Mittal, Chairman cum Managing Director (Executive Director) of the company is responsible for decision making and sustainability related issues

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)
	Principle	**Principle**
Performance against above policies and follow up action	Yes, The performance against policies is closely monitored by the Heads of respective Departments under the guidance of the Managing Director/CEO, Company Secretary, and CFO. The progress and implementation status are regularly reviewed, discussed, and reported before the Committees of the Board of Directors and the Board.	Annually or more frequently, as per the requirement
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes, Greenply ensures compliance with all statutory requirements relevant to the principles	Annually or more frequently, as per the requirement

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	No. However, the Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	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

PRINICPLE 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	% of persons in respective category covered by the awareness programmes
Board of directors	1	The Independent Directors of the Company visited the Company's group unit situated at Vadodara; Gujarat and they were shown the production process and operation of the said unit including process of manufacturing of value-added product.	100%
Key Managerial Personnel (Other than BoD)	1	The Company conducted training and awareness programmes for Key Managerial Personnel (KMPs) on various organizational policies, governance practices, compliance requirements, and responsible business conduct principles. These programmes helped strengthen leadership awareness and support effective decision-making.	100%
Employees other than BOD and KMPs	106	At Greenply, we provide training programmes to employees on health and safety, skill development, workplace ethics, employee well-being, and operational practices to enhance employee awareness and competency.	42%
Workers			

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 (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
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				

*During FY2025-26, no fines or penalties were imposed on or paid by Greenply Industries Limited which are breaching the materiality thresholds mentioned under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations).

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. Please refer to the note provided above.	

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, Greenply has anti-corruption and bribery is covered as a part of its code of ethics. The policy reiterates that greenply does not tolerate bribery and corrupt practices. https://www.greenply.com:5001/originalpdf1779184058087-871.pdf

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

	FY 2026	FY 2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2026		FY 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of KMPs	0	-	0	-

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

Not Applicable, as there were no case of corruption and conflicy of interest reported during the reporting period.

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

	FY 2026	FY 2025
Number of days of accounts payables	99	83

*Methodology Changed for FY 2025-26

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 2026	FY 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	23.85%	0%
	b. Number of trading houses where purchases are made from	135	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	14.41%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	90%	91%
	b. Number of dealers / distributors to whom sales are made	2759	2234
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	11%	13%

Parameter	Metrics	FY 2026	FY 2025
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	18.27%	23.48%
	b. Sales (Sales to related parties / Total Sales)	3.22%	1.81%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	86.86%	98.74%
	d. Investments (Investments in related parties / Total Investments made)	99.37%	98.7%

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
0	0	0%

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, the Company has established a 'Code of Conduct for Board Members and Senior Management' and a 'Related Party Transaction Policy' applicable to the Board of Directors and senior management personnel. These policies provide guidance for identifying, avoiding, and managing actual or potential conflicts of interest and are aligned with the requirements of Regulation 17(5)(a) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Ethical behaviour, professional integrity, diligence, honesty, transparency, and accountability are promoted through these governance frameworks.

Transactions involving Board members or entities in which such members are concerned or interested are subject to review and approval by the Audit Committee and the Board of Directors, with interested directors abstaining from discussions and decision-making processes. Compliance with the Code of Conduct is reviewed annually, and declarations confirming adherence to the Code, including provisions relating to conflicts of interest, are obtained from the Board members and senior management personnel. Any violations identified are addressed by the Board of Directors, and the policies are amended from time to time, as deemed necessary.

The relevant policy documents are available here.

Code of Conduct:- https://www.greenply.com:5001/originalpdf1780658207024-4728.pdf

Related Party Transaction Policy:- https://www.greenply.com:5001/originalpdf1775455082400-3040.pdf

PRINICPLE 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.**

Parameter	FY 2026	FY 2025	Details of improvements in environmental and social impacts
R&D	50.86%	100%	Improved quality of products and making it environment friendly
Capex	2.86%	NIL	Capital investments improved energy efficiency, resource conservation, environmental compliance, and workplace safety.

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

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

      1. During the reporting period, the Company continued to strengthen its sustainable sourcing practices across its operations. 36% from FSC certified imported ,34% from MSME ,30% from Local agroforestry.

         These efforts reflect the Company's commitment to responsible procurement, supply chain sustainability, and adherence to recognized forest management standards.

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 has an integrated waste management system for safe disposal of all the plastics, e-waste and hazardous waste:

(a) Plastics (including packaging)

Plastic waste generated by the Company is disposed of through authorized vendors in accordance with applicable regulations and prescribed norms. The quantity of plastic waste generated from packaging remains minimal, as only a limited portion of the products are packaged using plastic materials, and such waste is managed and disposed of in compliance with regulatory requirements.

(b) E-waste

All electronic equipment, including office IT hardware and electrical tools from office and production units, is systematically collected and handed over to authorized e-waste recyclers for safe disposal and recycling.

(c) Hazardous waste

For all the hazardous waste generated such as sludge, used Oil, empty barrels of Oil, discarded resin bags across The Company's facilities, is disposed through authorised waste vendors. The fly ash generated from boilers is used locally to fill the road pits.

(d) Other waste

At Greenply, wood waste generated during peeling process is utilized as biomass fuel in the boiler for the generation of heat and thermal energy, thereby supporting efficient resource utilization and circular waste management practices.

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

Yes. Extended Producer Responsibility (EPR) is applicable to the Company as it procures resin and other chemicals in plastic bags and uses surface protection film for packaging certain products. The Company has obtained the necessary registrations under the applicable EPR regulations and ensures compliance through authorized recyclers and processors. The waste collection and processing activities are aligned with the EPR plan submitted to the relevant Pollution Control Authorities.

Leadership Indicators:

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

NIC Code	Name of the Product/ Service	% of turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link.
The company is yet to conduct LCA studies for any of its product.					

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
No significant social or environmental concerns or risks arising from the production or disposal of the Company's products were identified during the reporting period		

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).**

Input material	Recycled or re-used input material to total material	
	FY 2026	FY 2025
No recycled or reused input materials were used during the reporting period.		

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

	FY 25-26 Current Financial Year			FY 24-25 Current Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Greenply manufactures durable wood-based products such as plywood, decorative veneers, flush doors, and MDF. As these products are integrated into furniture and building structures, their recovery or reclamation at the end of their useful life is generally not feasible.			NA		
E-waste						
Hazardous waste						
Other waste						

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
Greenply's products are designed for long-term use and are generally not suitable for reclamation at the end of their useful life.	

PRINICPLE 3

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

Essential Indicators

1. A. **Details of measures for the well-being of employees**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	1332	1325	99.47%	1326	99.55%	0	0%	1326	99.55%	0	0
Female	52	52	100%	52	100%	52	100%	0	0%	0	0
Total	**1384**	**1377**	**99.49%**	**1378**	**99.57%**	**52**	**3.7572%**	**612**	**44.22%**	**0**	**0**
OTHER THAN PERMANENT EMPLOYEES											
Male	201	183	91.04%	165	82.09%	0	0%	28	13.93%	0	0%
Female	4	1	25.00%	0	0%	1	25%	0	0%	0	0%
Total	**205**	**184**	**89.76%**	**165**	**80.49%**	**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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	1080	1080	100%	1080	100%	0	0	0	0	0	0
Female	185	185	100%	185	100%	0	0	0	0	0	0
Total	**1265**	**1265**	**100%**	**1265**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**
OTHER THAN PERMANENT WORKERS											
Male	1368	1368	100%	0	0	0	0	0	0	0	0
Female	397	397	100%	0	0	0	0	0	0	0	0
Total	**1765**	**1765**	**100%**	**0**	**0**	**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 2026	FY 2025
Cost incurred on well-being measures as a % of total revenue of the company	0.22%	0.17%

2. **Details of retirement benefits for the current and previous financial year**

Benefits	FY 26			FY 25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	88%	Y	100%	100%	Y
ESI	22%	71%	Y	6%	100%	Y
Other- NPS	1%	0%	Y	0%	0%	Y

3. Accessibility of workplaces: Are the premises/offices accessible to differently abled employees 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, the Company provides accessible infrastructure across its offices and manufacturing facilities and ensures that employee welfare policy protect the rights of differently abled employees.

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

Yes, the Employee Welfare Policy ensures that the needs of differently abled employees are met in line with the Rights of Persons with Disabilities Act, 2016, including provisions for accessible facilities.

Weblink: https://www.greenply.com:5001/pdf1715930890934-6417.pdf

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	100%
Female	100%	100%
Total	**100%**	**100%**

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

	Yes/No (If yes, then give details of the mechanism in brief)	Remarks
Permanent Employees	Yes	The Company has a robust process in place for handling permanent and non-permanent employees' grievances to promote transparency and fairness. Employees are encouraged to provide their feedback or grievances directly at the level of HODs/Functional Heads/HR Head, following the Company's open-door policy.
Other than Permanent Employees	Yes	
Permanent Workers	Yes	Grievances received at the factories are attended by the respective plant team, which undergoes regular monitoring. Workers have the option to raise grievances with their supervisors and HR department, and if the issue is not addressed, they can escalate it to the Plant Head.
Other than Permanent Workers	Yes	

7. Membership of employees in association(s) or unions

Category	FY 26			FY 25		
	No. of employees covered as a % of total employees (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	1384	0	0	1305	0	0
Male	1332	0	0	1257	0	0
Female	53	0	0	48	0	0
Total Permanent Workers	1265	435	34.39%	1329	461	35%
Male	1080	435	40.28%	1145	461	40%
Female	185	0	0	184	0	0

8. Details of training given to employees

Category	FY26*					FY25				
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (A)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES										
Male	1332	133	10%	24	2%	448	286	64%	5	1%
Female	52	0	0%	0	0%	6	4	67%	0	0%
Total	**1384**	**133**	**10%**	**24**	**2%**	**454**	**290**	**64%**	**5**	**1%**
WORKERS										
Male	1080	942	87%	13	1%	1089	588	54%	140	13%
Female	185	0	0%	0	0%	181	72	40%	35	19%
Total	**1265**	**942**	**74%**	**13**	**1%**	**1270**	**669**	**52%**	**175**	**14%**

*FY 2026 Data is calculating base on total permanent employee.

9. Details of performance and career development reviews of employees

Category	FY 26*			FY 25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	1332	1086	82%	1,234	818	66%
Female	52	37	71%	41	29	71%
Total	**1384**	**1123**	**81%**	**1,275**	**847**	**66%**
WORKERS						
Male	1080	0	0%	534	534	100%
Female	185	0	0%	3	3	100%
Total	**1265**	**0**	**0%**	**537**	**537**	**100%**

*FY 2026 Data is calculating base on total permanent employee.

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?

Yes, Greenply is certified under ISO 45001:2018 for its Occupational Health and Safety Management System across all manufacturing sites and offices. Greenply occupational health and safety management system involves the following features:

1. We strive to achieve the company's goal of zero accidents and injuries.
2. Provide Mechanical and physical safeguards wherever they are necessary.
3. Provide employees and workers with necessary protective equipment's wherever required and train them to use and care for it properly.
4. Management consider all employee and worker suggestions for achieving a safer & healthier workplace.

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 established mechanisms to identify work-related hazards and assess occupational health and safety risks on both routine and non-routine basis across its operations. Risk assessments are carried out through regular plant inspections, preventive maintenance activities, workplace safety audits, equipment checks, and monitoring of operational processes. Potential risks associated with machinery, material handling, electrical systems, fire safety, and maintenance activities are periodically reviewed, and appropriate corrective and preventive measures are implemented to ensure a safe working environment across manufacturing facilities.

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

Yes, the Company has an internal reporting mechanism in place to report hazards through both online and offline channels, which is monitored 24x7 and addressed promptly. The incident management system ensures that all incidents are reported to the relevant statutory authorities as well as internal stakeholders. Subsequently, cross-functional teams conduct detailed investigations to identify the root cause, implement corrective and preventive actions, and ensure closure to avoid recurrence.

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

Yes, all employees are covered under comprehensive medical insurance for both occupational and non-occupational healthcare, with enhanced coverage options that allow inclusion of parents at negotiated premium rates. In addition, the Company has established Occupational Health Centre's at all locations with in-house doctors and nurse, along with first aid facilities at the corporate office and manufacturing. Employees undergo periodic health assessments to ensure continuous monitoring and promotion of their health and well-being.

11. Details of safety related incidents

Safety Incident/Number	Category	FY 26	FY 25
Lost Time Injury Frequency F (LTIFR) (per one million-person hours worked)	Employees	0.891	2.44
	Workers	3.39	8.69
Total recordable work-related injuries	Employees	3	8
	Workers	13	68
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	3

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

At Greenply, employee health, safety, and well-being are prioritized through various workplace initiatives implemented across manufacturing facilities. Occupational health support, periodic health check-ups, ambulance services, safety trainings, toolbox talks, fire safety systems, and emergency preparedness measures are undertaken to maintain a safe and healthy working environment. Safety officers are deployed to monitor compliance with safety protocols, while regular safety audits, awareness sessions, and safety meetings are conducted to strengthen workplace safety culture and risk management practices. The Company also focuses on employee welfare through hygienic canteen facilities, insurance coverage, first-aid support, and wellness initiatives aimed at promoting overall physical and mental well-being. Adequate ventilation systems, emergency lighting, and safe operational practices are maintained across facilities to minimize occupational risks and ensure operational safety.

13. Number of complaints on the following made by employees

Category	FY 26			FY 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	0	0	-	0	0	-
Health and safety	0	0	-	0	0	-

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%

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 and safety practices and working conditions.**

    At Greenply, regular reviews of workplace health and safety practices are carried out to maintain a safe working environment across manufacturing facilities. Safety observations, internal audits, and operational assessments are periodically conducted to identify potential risks and strengthen preventive measures. Necessary improvements in equipment safeguards, operational controls, and workplace practices are implemented wherever required to minimize occupational hazards. During the reporting period, no major safety concerns were identified through internal reviews and audits

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of a. Employees (Y/N) and b. Workers (Y/N)**

   Yes, the Company extends life insurance and compensatory support benefits in the event of the unfortunate demise of both employees and workers, in accordance with applicable company policies and statutory requirements.

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

   The Company has established adequate mechanisms to ensure that all applicable statutory dues related to transactions with value chain partners are duly deducted and deposited in compliance with relevant regulations. Compliance with such statutory requirements is periodically reviewed through regular audit processes. In addition, necessary documents, certificates, and proofs related to payment of statutory dues such as PF, ESIC, and other applicable obligations are obtained from contractors for contractual employees and workers.

3. **Provide the number of employees 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:**

	Total no. of affected employees/Workers		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY26	FY25	FY26	FY25
Employees	0	0	0	0
Workers	0	0	0	0

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

   No, the Company currently does not have a formal transition assistance program to facilitate continued employability or management of career endings arising from retirement or termination of employment.

5. **Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working conditions	

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

   The Company has not conducted assessments of health and safety practices and working conditions of value chain partners during the reporting period. However, the Company plans to strengthen its value chain engagement and assessment processes in the coming year.

PRINICPLE 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.**

   At Greenply, stakeholder identification and engagement is an integral part of the Company's value creation process. The Company identifies its key stakeholder groups based on the nature and extent of their interaction with the business, their influence on operations, and the impact of the Company's activities on them. Through regular business engagements, consultations, feedback mechanisms, risk assessments, and materiality considerations, Greenply seeks to understand stakeholder expectations and address their concerns effectively. Key stakeholder groups include employees, workers, customers, suppliers, dealers, investors, local communities, regulators, and other business partners. The Company has established appropriate communication channels to foster transparent dialogue and create long-term shared value for all stakeholders.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, 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
Employees and workmen	Yes	▪ Multi-level and multi-topic engagement based on the employee group ▪ Performance feedback ▪ Surveys ▪ Training sessions ▪ Several informal modes like toolbox talk specifically used for workmen ▪ Email and intranet ▪ Digital communication ▪ Message broadcasting ▪ Townhall meetings	Continuous	Our people, their ideas and their passion are the key forces that drive our company's trajectory forward. We aim to provide our employees a safe, inclusive, and empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our ongoing effort is to maintain two-way engagement with colleagues globally including those in corporate offices and manufacturing locations and in the field. Our engagement ranges from providing the latest and updated information on Company and industry developments, avenues for employee voice to capability building, recognition and celebrations.

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, 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
Suppliers	No	▪ Supplier audits ▪ Supplier meets ▪ Topic-based select supplier engagement ▪ Grievance redressal	Frequent and need based	▪ To ensure business continuity and opportunities without any quality related challenges ▪ To identify and close gaps at supplier facilities related to cGMP practices ▪ To seek their confirmation on compliance with our Suppliers Code of Conduct ▪ Create awareness on ESG parameters ▪ To address any feedback/ queries related to the product
Dealers and Customers	No	▪ Customer meets and visits by the customer to Neuland ▪ Customer audits ▪ Customer surveys ▪ Structured engagement with select customers	Frequent and need based	▪ To achieve higher market share through better coverage and penetration into new markets and maximize the outreach of our products ▪ To create awareness about new portfolio and initiatives ▪ Credit worthiness and fair business practices ▪ To address any query/ feedback by customer
Government and Regulators	No	▪ Fillings and submissions ▪ Engagement during visits to our facilities ▪ Structured meetings on defined topics, as needed ▪ Email and website	Need-based	Our engagement with official authorities is multi-fold. With regulatory authorities, our engagement is aimed at discharging responsibilities and furthering our core business of product development, launch, manufacturing, etc. in keeping with the latest and highest standards of compliance.

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, 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
Lenders	No	▪ Our engagement with the Lender includes parodic.	Need based	Lender engagements primarily focus on the financial performance and overall business of the Company. Interactions include discussions on financial results, cash flows, credit profile, risk management, compliance, and future growth strategy to ensure transparency and build confidence.
Investors/ Financial Partners	No	▪ investor meetings/ calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports. Various updates on the website and other places of engagement.	Frequent and need based	We engage with them so that they can take an informed decision to invest in our Company. The key area of engagement includes an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our sustainability goals/ actions, and material events which may have a positive or negative impact on the performance of the Company.
Agro-forestry communities	Yes	▪ Local area development Press release ▪ publications Farmer's meets	Annually/ Quarterly	Agro-based community engagements include initiatives focused on education, healthcare, sustainable forest management, and community development. The Company actively works with local communities to promote awareness, improve livelihoods, ensure responsible sourcing practices, and support long-term environmental and social sustainability.

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 feedback from such consultations is provided to the Board.**

   The Company is committed to integrating environmental, social, and governance (ESG) considerations into its overall strategy and operations. The responsibility for implementation and monitoring of ESG initiatives rests with the Executive Chairman, the Managing Director, and the Chief Financial Officer. The Managing Director, acting as a representative of the Board, regularly apprises the Board of Directors on the Company's ESG strategy, targets, and performance, ensuring appropriate oversight and alignment with the Company's vision.

   Information related to ESG initiatives and progress is communicated to stakeholders through multiple channels, including public disclosures, the Company's website, and periodic reports, thereby ensuring transparency and effective stakeholder engagement.

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. At Greenply, stakeholder consultations play a key role in identifying and managing material environmental and social topics. Inputs received from employees, customers, suppliers, dealers, local communities, investors, and regulatory authorities are considered while shaping the Company's sustainability strategy, policies, and operational practices. Feedback from stakeholders has supported initiatives related to sustainable sourcing, responsible forestry, employee health and safety, community development, environmental stewardship, and ethical business conduct. The outcomes of these engagements are periodically reviewed and integrated into relevant policies, programmes, targets, and business activities to strengthen Greenply's sustainability performance and long-term value creation.

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

   Greenply engages with vulnerable and marginalized stakeholder groups, particularly local communities in and around its operational locations, through targeted CSR and community development initiatives. During the reporting period, the Company addressed community concerns and needs through the following interventions:

   - Sponsoring girl child education to promote access to quality education and gender equality.
   - Providing healthcare services through Mobile Medical Vans (MMVs) in underserved communities.
   - Organizing eye check-up camps and health awareness programmes.
   - Undertaking plantation and agroforestry activities to support environmental sustainability and community livelihoods.
   - Supporting pathology laboratory services for medical diagnosis of economically weaker sections.
   - Contributing towards the education of tribal and rural children through the Ekal Abhiyan movement.
   - Supporting educational institutions through the provision of books and learning resources.
   - Promoting vocational skill development among carpenter communities through industry-relevant training initiatives.
   - Supporting training programmes for nationally recognized sports such as tennis.
   - Contributing towards healthcare and medical treatment services for individuals from weaker sections of society.

   The effectiveness of these initiatives is periodically reviewed through stakeholder feedback, to ensure meaningful and sustainable community development.

PRINICPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY26			FY25		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
EMPLOYEES						
Permanent	1,384	298	22%	1,305	257	20%
Other than permanent	204	0	0%	233	0	0%
Total Employees	**1,588**	**298**	**19%**	**1,538**	**257**	**17%**
WORKERS						
Permanent	1,265	0	0%	1,329	0%	0%
Other than permanent	1,765	0	0%	1,737	0%	0%
Total Workers	**3,030**	**0**	**0%**	**3,066**	**0%**	**0%**

2. **Details of minimum wages paid to employees**

Category	FY26*					FY25				
	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	1,384	0	0%	1,384	100%	1,305	0	0%	1,305	100%
Male	1,332	0	0%	1,332	100%	1,257	0	0%	1,257	100%
Female	52	0	0%	52	100%	48	0	0%	48	100%
Other than Permanent	205	0	0%	205	100%	233	0	0%	233	100%
Male	201	0	0%	201	100%	226	0	0%	226	100%
Female	4	0	0%	4	100%	7	0	0%	7	100%
WORKERS										
Permanent	1265	139	11%	1126	89%	1329	460	35%	869	65%
Male	1080	66	6%	1014	94%	1,145	325	28%	820	72%
Female	185	73	39%	112	61%	184	135	73%	49	27%
Other than Permanent	1765	882	50%	883	50%	1737	1737	100%	0	0%
Male	1368	665	49%	703	51%	1,502	1,502	100%	0	0%
Female	397	217	55%	180	45%	235	235	100%	0	0%

3. A. **Details of remuneration/salary/Wages, in the following format:**

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD) (including whole-time directors)	5	1,45,06,523	1	27,00,000
Key Managerial Personnel (other than BoD)	2	71,47,920	0	-
Employees other than BoD and KMP*	1,332	6,33,222	52	12,50,016
Workers	1,080	1,70,484	185	1,02,492

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

	FY 2026*	FY 2025
Gross wages paid to females as % of total wages	7.27%	4.68%

*Methodology Changed for FY 2025-26

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, at Greenply, the Human Resources (HR) function, along with the relevant management teams, is responsible for addressing human rights-related concerns arising from business operations. Employees and workers are encouraged to report any grievances or concerns through established communication and grievance redressal mechanisms. Reported matters are reviewed and investigated appropriately, and cases requiring further attention are escalated to senior management to ensure timely and fair resolution in line with the Company's policies and ethical practices.

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

The Company has established internal mechanisms and grievance redressal processes to address concerns related to human rights issues. Appropriate procedures and communication channels are available for employees and stakeholders to report grievances or concerns associated with potential human rights violations. These mechanisms are designed to ensure accessibility, confidentiality, transparency, and fair resolution of reported matters. In addition, awareness programs, employee trainings, and periodic policy reviews are conducted to strengthen the effectiveness of these mechanisms and ensure alignment with applicable laws, regulations, and ethical business practices.

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

Category	FY 26			FY 25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2026	FY 2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

The Company has established grievance redressal mechanisms to address cases related to discrimination and harassment. Confidentiality of the complainant is maintained throughout the investigation process, and appropriate safeguards are implemented to prevent retaliation or adverse consequences against individuals reporting such concerns. Based on the gravity of the case, appropriate actions and corrective measures are undertaken by the Head of HR in consultation with the Management, in accordance with the Company's policies and applicable regulations.

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

Yes, human rights requirements are a part of the general terms and conditions in all business contracts and agreements.

10. Assessments for the year

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify (Health & Safety)	

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

No such cases were reported during the reporting period; therefore, no action was required.

Leadership Indicators

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

Not applicable, as no human rights-related grievances or complaints were reported during the reporting period and, therefore, no changes to processes were required.

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

The Company has not conducted a formal human rights due diligence assessment during the reporting period. However, the Company remains committed to respecting and promoting human rights through its policies and compliance practices. Going forward, the Company plans to explore and implement a structured human rights due diligence process across its operations and value chain.

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

Yes, Greenply provide accessible and inclusive infrastructure in offices and manufacturing facilities for differently abled visitors, in accordance with the applicable provisions of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

No formal assessment of value chain partners was conducted during the reporting period with respect to sexual harassment, discrimination, child labour, forced labour, wages, or other human rights-related aspects. Accordingly, no significant risks or concerns were identified, and no corrective actions were required. Going forward, the Company intends to strengthen its engagement with value chain partners and evaluate the implementation of a structured assessment framework for these aspects.

PRINICPLE 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

Parameter	FY 26 (GJ)*	FY 25 (GJ)
From renewable sources		
Total electricity consumption (A)	4,666	7,501
Total fuel consumption (B)	7,69,149	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	7,73,815	7,501
From non-renewable sources		
Total electricity consumption (D) in GJ	57,216	65,727
Total fuel consumption (E) in GJ	24,952	1,17,502
Energy consumption through other sources (F) in GJ	0	0
Total energy consumed from non-renewable sources (D+E+F) in GJ	82,168	1,83,229
Total energy Consumed (A+B+C+D+E+F) in GJ	8,55,983	1,90,729
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ/INR	4.23	1.0
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	86.09	-
Energy intensity in terms of physical output (GJ/Kg of production)	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*Methodology Change for FY 2025-26

* PPP – IMF conversion factors for FY2026: 20.34

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? 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.**

   The PAT Scheme is not applicable to Greenply, as none of our sites or facilities have been identified as Designated Consumers (DCs) under the scheme by the Government of India.

3. **Provide details of the following disclosures related to water.**

Parameter	FY 26*	FY 25
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,68,000	14,375
(ii) Groundwater	10,525	26,685
(iii) Third party water	1,200	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,79,725	41,060
Total volume of water consumption (in kilolitres)	1,79,725	41,060
Water intensity per rupee of turnover	0.89	0.22
(Total water consumption / Revenue from operations (lakh))	18.08	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	-	-
(Total water consumption / Revenue from operations adjusted for PPP(Lakh))	-	-
Water intensity in terms of physical output (KL/Kg of production)		
Water intensity (optional) – the relevant metric may be selected by the entity		

*Methodology Change for FY 2025-26

* PPP – IMF conversion factors for FY2026: 20.34

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 26	FY 25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable. The Company has implemented Zero Liquid Discharge (ZLD) practices across its facilities in India. Wastewater generated from operational activities is treated through in-house Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP), following which the treated water is recycled and reused within operations for purposes such as log pond filling, resin preparation, gardening, flushing, facility cleaning.	
- No treatment		-
- With treatment – please specify level of treatment		-
(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		-
(v) Others		
- No treatment		-
- With treatment – please specify level of treatment		-
Total water discharged (in kilolitres)		-

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

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

Yes, Water used in the manufacturing process is treated and recycled within the facility, ensuring that no untreated wastewater is discharged into the environment. The treated wastewater, which primarily contains wood residues and process-related contaminants, is reused internally for various operational purposes, supporting efficient water management and resource conservation.

6. **Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Please specify unit	FY 26	FY 25
NOx	tons	3.86	0
SOx	tons	8.79	0
Particulate matter (PM)	tons	19.58	17.56
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY 26*	FY 25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,972	1,558
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	11,284	11,483
Total Scope 1 and Scope 2	Metric tonnes of CO2 equivalent	15,256	13041
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per lakh	0.08	0.07
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*)	Metric tonnes of CO2 equivalent per lakh	1.53	
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent per Kg of production		-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity		-	-

*PPP- IMF Conversion Factors for FY2026: 20.34

*Methodology Change for FY 2025-26

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 Company has undertaken various initiatives for reduction of GHG emissions and overall carbon footprint across its operations. These measures include the use of electrical forklifts within operations, implementation of solar and hybrid energy initiatives, replacement of steam coal with in-house wood waste for boiler operations at certain plants, elimination of outsourced firewood consumption, and increased utilization of renewable energy through solar power generation. These initiatives contribute towards improving energy efficiency and reducing dependence on conventional fossil fuels.

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

Parameter (in metric tonnes)	FY 26*	FY 25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste recycled (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	10.7	14.91
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	38,800	15047
Total (A+B + C + D + E + F + G + H)	**38,810.7**	**15,061.91**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.19	0.08
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	3.90	-
Waste intensity in terms of physical output	-	-
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	0	0
(ii) Re-used	38,077	15,000
(iii) Other recovery operations	0	0
Total	**38,077**	**15,000**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling**	288.8	302.5
(iii) Other disposal operations***	434.01	19.4
Total	**722.8**	**321.9**

*Methodology Change for FY 2025-26

*The wood waste that is reused in the operations for the generation of heat in the energy plants.

** The ash generated from energy plant ground levelling operations in the plant.

*** The Sawdust sale to third party for disposal.

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.

Greenply, continuously monitors and manages the use of formaldehyde-based resin and other chemicals used in plywood manufacturing. Quality control measures and process monitoring practices are implemented to ensure safe handling, controlled usage, and compliance with applicable environmental and product quality standards. The Company also focuses on improving operational efficiency and minimizing waste generation across its manufacturing processes.

Various waste management and resource recovery practices have been adopted to manage hazardous and non-hazardous waste responsibly. Wood waste, including side cuttings, chips, and dust generated during manufacturing, is utilized as fuel in boilers and for energy generation, thereby minimizing waste disposal. Water discharged from the production process is treated and recirculated for operational use, including boiler operations and humidity control within production areas. In addition, waste management systems are maintained in line with applicable Pollution Control Board requirements relating to air and water quality. Hazardous waste generated from operations is disposed of through authorized waste management agencies, and waste-related data is periodically reviewed to identify improvement opportunities and strengthen waste management practices.

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.

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.
None of our operational sites are located in or around ecologically 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
No Environmental Impact Assessment was conducted during the reporting period, as no new projects or major expansions requiring such assessment were undertaken. However, the Company continues to monitor and manage environmental impacts through its environmental management systems and compliance mechanisms.						

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.

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 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:

   (i) Name of the area: NA

   (ii) Nature of operations: NA

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

Parameter	FY 26*	FY 25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover) KL/Rs.		
Water intensity (optional) – the relevant metric may be selected by the entity KL/INR Lakh		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(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		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 26	FY 25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Greenply is yet to develop the Scope 3 GHG emission inventory	Greenply is yet to develop the Scope 3 GHG emission inventory
Under Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per Rupee		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent per Lakh Rupees		

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

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

Not Applicable. The Company does not have any operations located in or adjacent to ecologically sensitive areas. Accordingly, no significant direct or indirect impacts on biodiversity in such areas were identified during the reporting period, and no specific prevention or remediation measures were required.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
During the reporting period, no specific new initiatives or innovative technologies/solutions were undertaken by the Company exclusively for improving resource efficiency or reducing impacts arising from emissions, effluent discharge, or waste generation. However, the Company continues to follow its existing operational practices and environmental management measures in compliance with applicable regulatory requirements.			

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

Yes. The Company has established business continuity and disaster management measures to ensure the resilience of its operations and minimize disruptions arising from emergencies, natural disasters, accidents, or other unforeseen events. The framework includes risk identification and assessment, emergency response procedures, fire and safety systems, periodic mock drills, backup arrangements for critical operations, and employee awareness programmes. The Company periodically reviews and strengthens these measures to enhance operational preparedness, safeguard employees and assets, and ensure business continuity.

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

No significant adverse environmental impacts arising from the Company's value chain were identified during the reporting period. However, the Company actively promotes responsible sourcing practices by procuring raw materials from sustainable sources, encouraging compliance with applicable environmental regulations among suppliers, and increasing engagement with suppliers adopting sustainable forestry and environmental management practices. These measures help mitigate potential environmental risks across the value chain and support the Company's sustainability objectives.

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

The Company has not conducted formal assessments of value chain partners for environmental impacts during the reporting period. Therefore, the percentage of value chain partners assessed for environmental impacts is currently not available.

8. **How many Green Credits have been generated or procured:**

a. By the listed entity – No

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

PRINICPLE 7

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

Essential Indicators

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

   The Company has affiliations with 4 trade and industry chambers/associations.

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

S No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Green Building Council	National
2	Federation of Indian Plywood & Panel Industry	National
3	Bharat Chamber of Commerce	National
4	Merchants' 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
The Company has not been involved in any anti-competitive conduct during the reporting period.		

Leadership Indicators

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

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

The Company did not advocate or take any specific public policy position during the reporting period. However, it continues to engage with relevant industry associations and regulatory bodies on matters impacting the industry and business environment, as appropriate.

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
During financial year 2025-26, we have not undertaken any projects that require Social Impact Assessments.					

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

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, the company has not undertaken any projects which required R&R.						

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

The Company undertakes community development initiatives through the CSR Committee of the Board in accordance with its CSR Policy. Focus is placed on the wellbeing of society, with priority given to local communities and underdeveloped regions through various CSR programs aimed at supporting marginalized and vulnerable stakeholders. Continuous engagement with local communities is carried out through implementing agencies, surveys, and community interactions to understand local needs and ensure that CSR initiatives effectively address social concerns and community welfare. Efforts are also made to promote sustainable development through investments in innovative processes and technologies that contribute to long-term societal wellbeing.

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

Parameter	FY 26	FY 25
Directly sourced from MSMEs/ small producers	35.30%	50%
Sourced directly from within India	66%	65%

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 26	FY 25
Rural	0.16%	2%
Semi-Urban	4.17%	8%
Urban	31.59%	149%
Metropolitan	64.08%	91%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable, As Social Impact Assessment was not required to be conducted during the reporting period.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Nagaland	Mon District- Mobile Medical Van , Pathology Laboratory and Plantation	₹96,94,686

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

Greenply Industries Limited favours suppliers from marginalized or vulnerable groups. The company focuses on sustainable, ethical timber sourcing from managed plantations, ensuring all wood suppliers meet international environmental benchmarks with localized community-based procurement preferences. A procurement policy covering these aspects is currently under development.

b. From which marginalized /vulnerable groups do you procure?

Greenply procures raw materials from marginalized and vulnerable stakeholder groups, particularly local farming communities and small landholding farmers located in the vicinity of its manufacturing facilities, especially in Nagaland. Through its agroforestry initiatives, the Company encourages farmers to cultivate fast-growing tree species around their agricultural fields and supports large-scale plantation activities, thereby creating sustainable livelihood opportunities and an additional source of income for rural communities. These initiatives also contribute towards responsible sourcing practices, community development, and long-term environmental sustainability while strengthening engagement with local and economically vulnerable groups.

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

Greenply procures from marginalized and vulnerable stakeholder groups, including local farming communities engaged through agroforestry initiatives, constitutes a significant portion of the Company's wood-based raw material sourcing. However, the exact percentage of total procurement by value is currently not separately tracked.

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

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

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

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

6. Details of beneficiaries of CSR Projects

S No.	Project	SDGs	No. of persons benefitted	% of beneficiaries from vulnerable and marginalized groups
1	Sponsoring Girl Child Education	SDG- 4, 5	The Company undertakes various CSR initiatives for disadvantaged, vulnerable, and marginalized communities in and around its manufacturing locations, benefiting a large number of individuals through its community development programs. However, the exact number of beneficiaries is currently not separately tracked.	The Company's CSR initiatives are primarily focused on supporting disadvantaged, vulnerable, and marginalized communities from weaker socio-economic backgrounds, particularly in and around its manufacturing locations, through various community development and welfare programs. However, the percentage of beneficiaries from such groups is currently not separately quantified or tracked.
2	Healthcare Project through Mobile Medical Van (MMV)	SDG- 3		
3	Medical Camp-Eye Check-up and health awareness Programmes.	SDG- 3		
4	Plantation activities	SDG- 13, 15		
5	Pathology Laboratory for medical diagnose of poor and needy people	SDG- 3		
6	Contribution for the education of Tribals and rural children under the Ekal Abhiyan movement of the Friends of Tribal Society (FTS)	SDG- 4, 10		
7	Contribution to Kurpai Unnayani Society, West Bengal for the purchase of books for the School, named Unnayani Patha Bhawan under Book – Project 2025	SDG- 4		
8	Contribution to the Furniture & Fittings Skill Council towards enhancing vocational skill among Carpenter communities	SDG- 4, 8		

S No.	Project	SDGs	No. of persons benefitted	% of beneficiaries from vulnerable and marginalized groups
9	Contribution for training to promote nationally recognized sports - Tennis	SDG- 3, 10		
10	Contribution towards Health Care and Medical Treatment services for people's from the weaker section of the society	SDG- 3, 10		

PRINICPLE 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.

Customers can register their issues or complaints directly with the Company either through the call center or online channels, after which the complaints are automatically assigned to the respective in-charge through the CRM system (LSQ) for resolution.

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	Greenply provides information on environmental and social parameters relevant to its product portfolio, covering 100% of turnover. The Company's products, including plywood, laminates, MDF and particle boards, comply with applicable regulatory and industry standards relating to environmental performance, product safety and responsible sourcing of raw materials.
Safe and responsible usage	Information regarding safe and responsible usage is made available through product specifications, technical data sheets, installation guidelines and customer support channels, covering 100% of turnover.
Recycling and/or safe disposal	As the products are primarily wood-based materials used as intermediate inputs in furniture, interiors and construction applications, recycling and end-of-life disposal practices are generally managed by downstream users. Nevertheless, the Company encourages reuse, recycling and environmentally responsible disposal of wood-based products in accordance with local regulations and industry best practices

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

Category	FY 26		Remarks	FY 25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-

Category	FY 26		Remarks	FY 25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Others	1786	8	There is a separate software system installed in the company to check and resolve the complaints	5	4	There is a separate software system installed in the company to check and resolve the complaints

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

	Number	Reasons for recall
Voluntary recalls	NIL	-
Forced recalls	NIL	-

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

   Yes the company has a data privacy policy in place .

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

   The Company has not received any consumer complaints related to data privacy or cybersecurity, and it does not provide any essential services that would require corrective actions to be taken in these areas.

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- 0%

   c. Impact, if any, of the data breaches- N/A

Leadership Indicators

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

   Greenply provides product and service information through multiple channels, including its website, which offers detailed product specifications and certifications, as well as social media platforms for regular updates. Additionally, information is shared through retail and dealer outlets via brochures and on-ground support, along with customer support channels such as toll-free helpline and email for queries.

   - www.greenply.com
   - https://www.facebook.com/GreenplyPlywood/
   - https://in.linkedin.com/company/greenply-industries-limited
   - https://x.com/GreenplySocial
   - https://www.instagram.com/greenplyofficial/

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

   Greenply provides consumers with all necessary information for the safe and responsible use of its products at the time of purchase.

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

   Not applicable, as the Company's products and operations do not fall under the category of essential services.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Yes, Greenply displays product information over and above the requirements mandated under applicable local laws and ensures compliance with all relevant product labelling and disclosure regulations. In addition to statutory requirements, the Company provides detailed product specifications, certifications, warranty-related information, and responsible usage guidance through product packaging, brochures, and digital platforms. The Company's products and operations are supported by various certifications and standards, including ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 management system certifications, CARB certification for emission standards, and eco-label certifications such as FSC and GreenPro. Consumers can also access comprehensive technical and product information through https://www.greenply.com/products to make informed purchasing decisions and ensure responsible product usage.

   No, the Company has not carried out any formal survey specifically with regard to consumer satisfaction relating to its products, significant locations of operations, or the entity as a whole during the reporting period.