

August 31, 2026

The Compliance Manager
BSE Limited
Corporate Relationship Dept.,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.
Scrip Code: **500655**

The Manager, Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block, Bandra-
Kurla Complex,
Bandra (East), Mumbai 400 051.
Trading Symbol: **GRWRHITECH**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for Financial
Year 2025-26**

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 ("SEBI Listing Regulations"), we are submitting herewith a copy of the Business Responsibility and Sustainability Report for the Financial Year 2025-26 ("BRSR").

The said BRSR forms an integral part of the Annual Report of the Company for the Financial Year 2025-26, which can also be accessed at link - [Annual Report 2025-26](#) and available on the website of the Company at www.garwarehitechfilms.com

You are requested to kindly take the same on record and treat the same as in compliance with the applicable provisions of the Listing Regulations.

Thanking you,

Yours faithfully,

For Garware Hi-Tech Films Limited

AWANEESH
KUMAR
SRIVASTAVA
Digitally signed by
AWANEESH KUMAR
SRIVASTAVA
Date: 2026.08.31
18:57:04 +05'30'

Awaneesh Srivastava

Company Secretary

FCS 8513

Encl.: As stated above.

GARWARE HI-TECH FILMS LIMITED

CORPORATE OFFICE :

GARWARE HOUSE, 50-A, SWAMI NITYANAND MARG
VILE PARLE (EAST), MUMBAI – 400 057.
TEL: 0091-22-6698 8000 (15 LINES)
WEBSITE: www.garwarehitechfilms.com
CIN: L10889MH1957PLC010889

REGD. OFFICE: NAIGAON, P.O. WALUJ,
CHHATRAPATI SAMBHAJI NAGAR – 431 133 (INDIA)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L10889MH1957PLC010889							
2.	Name of the Listed Entity	Garware Hi-Tech Films Limited							
3.	Year of incorporation	1957							
4.	Registered office address	Naigaon, Post Waluj, Chhatrapati Sambhajnagar, (Aurangabad), Maharashtra- 431133, India							
5.	Corporate address	Garware House, 50-A, Swami Nityanand Marg, Vile Parle (East), Mumbai- 400057, Maharashtra, India							
6.	E-mail	cs@garwarehitech.com							
7.	Telephone	0240-2554427							
8.	Website	https://www.garwarehitechfilms.com							
9.	Financial year for which reporting is being done	2025-2026							
10.	Name of the Stock Exchange(s) where shares are listed	<table><tr><th>Name of the Exchange</th><th>Stock Code</th></tr><tr><td>NSE</td><td>GRWRHITECH</td></tr><tr><td>BSE</td><td>500655</td></tr></table>		Name of the Exchange	Stock Code	NSE	GRWRHITECH	BSE	500655
Name of the Exchange	Stock Code								
NSE	GRWRHITECH								
BSE	500655								
11.	Paid-up Capital	INR 23,23,23,940							
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Awaneesh Srivastava President - Company Secretary and Legal Contact: +91 22-66988000 Email id: cs@garwarehitech.com							
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis for Garware Hi-Tech Films Limited. (GHFL)							
14.	Name of assessment or assurance provider ¹	Not Applicable as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.							
15.	Type of assessment or assurance obtained ²	Not Applicable as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.							

Note: Please note that the numbers have been rationalized in this year's report, wherever required.

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of BOPET films including value added products like sun control films for automotive and architectural usage and paint protection films.	Comprises Polyester Film manufacturing	100.00

¹The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

²The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

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.	Lamination Films	22201	45.00
2.	PET Films	22201	29.00
3.	Paint Protection Films	22201	26.00

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	3	6
International	0	2*	2

* US and UK has one office each for GHFL's subsidiaries.

19. Markets served by the entity:**a. Number of locations:**

Locations	Number
National (No. of States)	28
International (No. of Countries)	90+

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

The Company's contribution of exports as a percentage of the total turnover of the entity is 73%.

c. A brief on types of customers.

Our product portfolio is organized into two primary segments: the Consumer Product Division (CPD) and the Industrial Product Division (IPD). The CPD serves a wide range of end-use applications, including solar control films, window laminations, architectural films and paint protection films, providing solutions tailored to diverse consumer requirements.

While the other segment, the IPD, is focused on delivering high-performance films to converters, who further process them for applications such as shrink labels, heat-sealable packaging, electrical and thermal films and lidding solutions for leading brands in the food, pharmaceutical and personal care sectors. Additionally, these industrial films play a crucial role in insulation applications within electrical and electronic equipment, including transformers and household appliances.

IV. Employees**20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	717	710	99.02	7	0.98
2.	Other than Permanent (E)	231	231	100.00	0	0.00
3.	Total employees (D + E)	948	941	99.26	7	0.74
WORKERS						
4.	Permanent (F)	319	319	100.00	0	0.00
5.	Other than Permanent (G)	827	827	100.00	0	0.00
6.	Total workers (F + G)	1146	1146	100.00	0	0.00

b. Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Nil. The Company does not have any disabled employee as defined under The Rights of Persons with Disabilities Act, 2016 predominantly because of nature of our activities and processes. However, the Company does not discriminate on the basis of reduced / less mobility, in its recruitment process.				
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Nil. The Company does not have any disabled worker as defined under The Rights of Persons with Disabilities Act, 2016 predominantly because of nature of our activities and processes. However, the Company does not discriminate on the basis of reduced / less mobility, in its recruitment process.				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

21. Participation/Inclusion/Representation of women

	Total (A)*	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	4	36.36
Key Management Personnel*	6	2	33.33

***Board of Directors (BOD)** includes Non-Executive Directors, Executive Directors, Non-Executive Non-Independent Directors, Chairman & Managing Director (CMD) and Whole-Time Directors (WTD) and **Key Managerial Personnel (KMP)** includes Chief Financial Officer (CFO), Company Secretary (CS), Chairman & Managing Director (CMD) and Whole-Time Directors (WTD).

****** The Chairman & Managing Director (CMD) and Whole-Time Directors (WTD) are included in both categories (BOD and KMP).

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.30	0.00	4.30	3.40	0.00	3.40	2.98	0.00	1.49
Permanent Workers	0.70	0.00	0.70	0.40	0.00	0.40	0.59	0.00	0.24

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.	Garware Hi-Tech Films International Limited	Subsidiary	100.00	No
2.	Global Hi-Tech Films Inc.	Subsidiary	-*	No

*Global Hi-Tech Films Inc. is a step down wholly owned subsidiary.

******The Board at its meeting held on January 22, 2026, considered and approved the incorporation of wholly owned subsidiary in Dubai, UAE which is in process of incorporation.

VI. CSR Details

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

(ii) Turnover (in ₹) – 1947.56 Crores

(iii) Net worth (in ₹) – 2586.75 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
	(If Yes, then provide web-link for grievance redress policy*) (Please provide the web-link for each group here)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has adopted an open-door approach, welcoming community members into the factory to raise the concerns, if any.	0	0	Nil	0	0	Nil
Investors (other than shareholders)	NA						
Shareholders	A Board-level Stakeholders Relationship Committee (SRC) has been established to oversee shareholder grievances and ensure their timely resolution.	19	0	All complaints were resolved promptly.	12	0	All complaints were resolved promptly.
Employees and workers	For employees and workers, the company upholds an open-door policy, aligned with HR guidelines, to facilitate transparent communication and address concerns effectively. The Company also has a whistle-blower policy available on its website and Code of Conduct available on the intranet to resolve their queries.	0	0	Nil	0	0	Nil
Customers	In the case of customers, grievance redressal is managed by the respective functional head, who serves as the designated officer for resolving issues efficiently.	87	4	The pending complaints are under discussion with the concerned teams, and further actions are awaited from external parties.	67	0	All complaints were promptly resolved.
Value Chain Partners	In the case of value chain partners, grievance redressal is managed by the respective functional head, who serves as the designated officer for resolving issues efficiently.	0	0	Nil	0	0	Nil
Other (please specify)	NA						

26. Overview of the entity's material responsible business conduct issues and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications.³

The Company's Risk Management policy integrates environmental, social and governance considerations into the Company's enterprise risk management framework by addressing risks related to health and safety, regulatory compliance, business ethics, stakeholder relationships, operational continuity and reputation management. It also includes management and governance oversight through the Risk Management Committee and Board. The Sustainability Policy of the Company reflects the commitment to integrating environmental, social and ethical principles into its business operations. The policy emphasizes sustainable decision-making, responsible governance, product stewardship, employee wellbeing and community development. It also outlines the Company's commitment to identifying material sustainability issues, managing ESG-related risks and opportunities, promoting transparency and implementing long-term sustainability strategies aligned with global reporting frameworks and stakeholder expectations.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Use of Raw Materials	Opportunity	By prioritising the use of sustainable raw materials and adopting responsible sourcing practices across its operations, GHFL has the opportunity to enhance its environmental and social footprint while supporting long-term sustainability objectives.	NA	Positive
2.	Disposal of Post-consumer Plastic Waste	Risk	Given that plastic constitutes a critical input in GHFL's product portfolio, effective management of post-consumer plastic waste remains a key environmental risk for the Company.	The Company has engaged with authorised external agencies to facilitate the collection and processing of post-consumer plastic waste in accordance with its obligations under the Extended Producer Responsibility framework.	Negative - No adverse financial impact observed during the reporting year.
3.	Talent Attraction and Management	Opportunity	The Company's ability to attract, develop and retain competent and skilled professionals plays a significant role in strengthening its sustainability journey. A capable workforce supports innovation, operational efficiency and sustained business growth. Annual increments and a supportive work environment are strategic drivers for talent attraction and retention.	NA	Positive

³ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 14th April, 2026 at 11:10 (IST).

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Occupational Health and Safety	Risk	Strong occupational health and safety practices are essential for safeguarding the Company's reputation among employees, customers, investors and the wider community. Workplace incidents or occupational health issues may adversely affect employee morale and raise concerns regarding the Company's commitment to employee wellbeing. A strong safety culture contributes positively to workforce confidence and engagement.	To effectively manage health and safety risks, the Company has implemented multiple control measures, including: a. A comprehensive safety policy aligned with the Plan-Do-Check-Act (PDCA) framework. b. Periodic inspections and assessments of plant facilities and infrastructure to identify and rectify unsafe or substandard conditions. c. Adoption of Hazard Identification and Risk Assessment (HIRA) practices, along with systems for reporting hazards, incidents and near-miss events, enabling proactive risk identification and mitigation.	Negative - No adverse financial impact observed during the reporting year.
5.	Supply chain	Risk	Timely procurement of raw materials and favourable commercial arrangements with third-party suppliers are critical to business continuity. Any disruption in supply may adversely affect the Company's ability to meet production schedules and customer commitments.	The Company adheres to its established Standard Operating Procedures for sustainable procurement and undertakes regular monitoring of approved purchase requisitions, open purchase orders for materials in transit and inventory levels of key inputs, including major raw materials, consumables, critical spares and project-specific materials.	Negative - No adverse financial impact observed during the reporting year.
6.	Labour Relations	Risk	Compliance with applicable labour laws and regulations is essential to mitigate reputational risks and potential legal exposure. Non-compliance may result in litigation and damage to stakeholder trust.	The Company has instituted a multi-stakeholder mechanism to monitor adherence to labour regulations, including safeguards against the use of child labour and forced labour. GHFL ensures timely and consistent compliance with all applicable labour-related statutory requirements. Assessment is undertaken of the risk impact of labour related issues.	Negative - No adverse financial impact observed during the reporting year.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Statutory and Regulatory Compliance	Risk	Operating within a highly regulated environment, GHFL recognises that strict compliance with statutory and regulatory requirements is fundamental to maintaining its credibility and reputation.	A structured framework has been established to manage, review, and continuously monitor compliance with all applicable laws and regulations.	Negative - No adverse financial impact observed during the reporting year.
8.	Ethics & Integrity	Opportunity	The Company's emphasis on ethical conduct and integrity reinforces stakeholder confidence and strengthens its standing within the industry.	NA	Positive
9.	GHG Emissions	Risk	The Company's manufacturing activities, which utilize energy, introduce risks of changing climate laws and market conditions. Higher emissions intensity may result in financial risk due to higher compliance costs resulting from compliance requirements or carbon pricing regimes. Moreover, as the commercial clients continue to hold sustainable supply chain and low carbon procurement criteria higher, the Company's unaddressed emissions profile may reduce the its competitive edge, which could affect customer retention and market share development.	The Company mitigates high GHG emission risks by increasing the use of renewable energy through rooftop solar installations, green power procurement, biomass-based producer gas and biogas generation. The Company has also transitioned to cleaner fuels in its thermic fluid heater and implemented energy efficiency initiatives, such as LED lighting, equipment upgrades and energy audit-driven optimization projects, reducing fossil fuel dependence, energy consumption and overall carbon emissions.	Negative - No adverse financial impact observed during the reporting year.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	All the SEBI mandated policies are available at https://www.garwarehitechfilms.com/investor-desk/policies-of-company. - Familiarization Programme for Independent Directors- P1I - Prevention of Sexual Harassment Policy- P3, P5I - Anti- Bribery and Anti- Corruption Policy- P1I - Corporate Social Responsibility Policy- P1, P8I - Whistle-Blower Policy- P1, P5I - Policy on Board Diversity- P1, P8I - Policy on Related Party Transactions- P1I - Code of Conduct for Board of Directors & Senior Management Policy- P1I - Code of Conduct for Prevention of Insider Trading- P1I - Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information- P1I - Risk Management Policy- P1, P6 I - Policy on Preservation of Documents- P1I - Policy for determination of Material Events- P1, P4I - Sustainability Policy- P1, P2, P6, P7, P9I - Dividend Distribution Policy- P1, P4I - Policy for Determining Material Subsidiaries- P1, P4I - Nomination and Remuneration Policy- P1, P3I - Policy on succession planning for the Board and Senior Management- P1, P3I - Archival Policy- P1I The Intranet Policies include: - Code of Conduct P1I - Environment, Safety and Health Policy P2IP6 - Quality Policy P9I - Energy Policy P6I								
2. Whether the entity has translated the policy into procedures.	Yes, our policies are reinforced by well-defined Standard Operating Procedures (SOPs) to ensure their effective implementation.								
3. Do the enlisted policies extend to your value chain partners?	Certain policies also extend to our value chain partners, including: - Code of Conduct - P1, P3, P5 - Anti-Bribery and Anti-Corruption Policy - P1, P3								

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.	Quality assurance continues to be a core operational priority for the Company and is reinforced through the adoption of recognised national and international certifications that demonstrate alignment with global best practices. These certifications support the Company's commitment to product safety, environmental responsibility and continuous improvement. • BRCGS AA Rating - This certification affirms compliance with the Global Food Safety Initiative (GFSI) requirements for packaging manufacturers and reflects the Company's highest level of adherence to quality, hygiene and safety standards. (Mapped to NGRBC Principles: P2 and P6) • India Green Manufacturing Challenge - Gold Awards in December 2025 for Waluj Plant from M/s. International Research Institute of Manufacturing. (Mapped to NGRBC Principles: P2 and P6) • ISO 9001:2015 (Chikalthana and Waluj plants) - The ISO 9001:2015 certification establishes a structured quality management system that promotes consistency, operational efficiency and continual improvement. (Mapped to NGRBC Principles: P1, P2, and P6)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability forms an integral part of the Company's long-term strategic direction and extends beyond regulatory compliance. The Company has developed a structured ESG roadmap including climate action, efficient resource utilisation, and responsible waste management.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Key focus areas include emission reduction, air quality improvement, biodiversity conservation, and enhanced energy efficiency. As a long-term commitment, the Company has set a target to reduce its total emissions by 63% by FY 2034-35, taking FY 2022-23 as the base year, reinforcing its position as a responsible and future-oriented organisation.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. <i>At Garware, sustainability is embedded within the Company's core business philosophy, guiding its pursuit of long-term value creation while consciously reducing environmental impact. The Company's approach to responsible growth is driven by innovation, operational efficiency and a clear vision for a more sustainable future.</i> <i>By integrating ESG considerations into business decision-making, the Company strengthens its competitive positioning while contributing meaningfully to a resilient and sustainable global economy. During the year, the Company continued to advance eco-friendly product innovations, including energy-efficient films, solar-control window solutions, UV-resistant films and products incorporating recycled PET materials.</i> <i>Focused efforts toward reducing energy consumption, increasing the share of renewable resources and post-consumer recycled materials, minimising waste generation, recycling production waste and reducing non-recyclable waste determine the Company's commitment to environmental stewardship. These initiatives contribute to lower carbon emissions, improved energy efficiency and the promotion of circular economy practices.</i> <i>The implementation of Zero Liquid Discharge (ZLD) systems further demonstrates responsible water management by eliminating wastewater discharge across operations. Collectively, these initiatives support enhanced operational efficiency while advancing the Company's sustainability objectives.</i> <i>Beyond environmental initiatives, the Company's CSR programmes continue to prioritise education, healthcare and community welfare, ensuring that social value creation remains central to its operations. Recognising the evolving ESG landscape- marked by climate change, resource constraints and regulatory developments, the Company remains committed to improving energy efficiency, reducing waste and achieving a 63% reduction in total emissions compared to FY 2022-23 by FY 2034-35.</i> <i>The Company has deployed a rooftop solar power system and procures renewable electricity under a green energy scheme, thereby reducing dependence on grid-based fossil fuel electricity and lowering Scope 2 emissions. In addition, renewable energy is generated through a producer gas plant, wherein biomass is converted into a combustible gas and through an Effluent Treatment Plant (ETP)-based biogas power generation system, enabling substitution of conventional fuels with cleaner alternatives.</i> <i>Further, a transition in fuel usage has been implemented at the thermic fluid heater, with partial replacement of conventional fuel (LSHS) by producer gas derived from biomass, contributing to lower emission intensity. The Company has also undertaken several energy efficiency initiatives, including replacement of inefficient equipment with energy-efficient alternatives (such as AHUs and blowers), installation of non-critical equipment interlocks, and implementation of a closed-loop cooling tower system. These measures, supported by an energy audit identifying multiple optimization projects, have resulted in significant reduction in energy consumption and associated emissions.</i>	

Collectively, these initiatives contribute to improved energy performance, reduced reliance on fossil fuels and a measurable decrease in the Company's overall carbon footprint. Going forward, the Company will continue to focus on innovation, robust governance and responsible growth, striving to set higher benchmarks in sustainable manufacturing through strategic investments and continuous improvement.	
Mr. Uday V. Joshi Whole Time Director	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Uday V. Joshi (DIN No: 09753984) Designation: Whole Time Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Board of Directors has authorized Mr. Uday V. Joshi (DIN: 09753984), to oversee and take decisions on sustainability-related matters, ensuring appropriate leadership oversight and accountability.

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	Oversight of performance against the Company's policies and alignment with the NGRBC Principles is undertaken by the Board of Directors, supported by the Nomination and Remuneration Committee, Risk Management Committee and Audit Committee. These bodies review compliance status and recommend corrective actions, where necessary. Such reviews are conducted at defined intervals, including quarterly and half-yearly reviews and are also undertaken in response to significant regulatory or legislative changes, ensuring continued alignment with applicable laws, regulations and evolving best practices.																	
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Yes. The Company confirms that it monitors and complies with all applicable statutory requirements relevant to the NGRBC Principles.																	

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	In addition to internal oversight, the Company engages external auditors to provide independent assurance on the effectiveness of its policies, codes and procedures. To enhance transparency and accountability, Dhir & Dhir Associates, a leading law firm with expertise in ESG compliance, conducted a comprehensive review of the implementation and effectiveness of the policies outlined in this section for the purpose of this report.								

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

This section is designed to assist organizations in showcasing their ability to incorporate the Principles and Core Elements into critical processes and decisions. The requested information is classified into “Essential” and “Leadership” categories. While all entities required to submit this report are expected to disclose essential indicators, the disclosure of leadership indicators is optional for those entities aiming to advance their commitment to social, environmental and ethical responsibility.

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Topics on Familiarisation programme and Awareness programme on ESG (P1)	100.00
Key Managerial Personnel	4	Code of Conduct (P1), Core Values (P1), PoSH – Prevention of Sexual Harassment (P3) and Health & Safety (P3)	100.00
Employees other than BoD and KMPs	122	Induction Training (P3), International Material Data System (IMDS) (P2), Root Cause Analysis (P1, P2), Quality Control Tools (P2), MSA – Measurement System Analysis (P2), CAPA – Corrective and Preventive Action (P1, P2), ISO 9001 (P2), ISO 50001 (P6), BRCGS – Brand Reputation through Compliance Global Standards (P2), Work Permit System (P3), Electrical Automation (P2, P6), Fire Crew (P3), First Aid Training (P3), Ergonomics (P3), Behavioural Based Safety (P3), Power BI (P1) and Material Handling (P3, P6).	80.00
Workers	122	Induction Training (P3), International Material Data System (IMDS) (P2), Root Cause Analysis (P1, P2), Quality Control Tools (P2), MSA (Measurement System Analysis) (P2), CAPA (Corrective and Preventive Action) (P1, P2), ISO 9001 (P2), ISO 50001 (P6), BRCGS (P2), Work Permit System (P3), Electrical Automation (P2, P6), Fire Crew (P3), First Aid Training (P3), Ergonomics (P3), Behavioural Based Safety (P3), Power BI (P1) and Material Handling (P3, P6).	80.00

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Directors/KMPs have not been subjected to pay and fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment	Directors/KMPs have not been subjected to pay and fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
Punishment					

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

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

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

Yes, the Company has an Anti-Bribery and Anti-Corruption Policy available on its website - <https://www.garwarehitechfilms.com/investor-desk/policies-of-company>. The Policy reflects the Company's commitment to maintaining the highest standards of ethics, integrity and transparency in all business operations. It establishes a zero-tolerance approach toward bribery, corruption, money laundering and unethical business practices, in compliance with applicable laws. It applies to all employees, directors, contractors, consultants and third parties associated with the Company. The provisions are also incorporated within the Company's Code of Conduct, which is made available to employees through the Company's intranet.

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

	FY 2025-26	FY 2024-25
Directors	Not applicable. During the reporting periods, no Directors, Key Managerial Personnel, Employees, or Workers were subjected to any disciplinary proceedings or actions by law enforcement authorities in relation to allegations or charges of bribery or corruption.	
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Not applicable. No complaints pertaining to conflict of interest involving Directors or Key Managerial Personnel were reported during the reporting periods.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

During the reporting period, no instances of corruption or conflicts of interest were identified. Thus, there were no fines, penalties, or corrective measures were imposed by regulators, law enforcement agencies or judicial authorities.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:⁴

	FY 2025-26	FY 2024-25
Number of days of accounts payables	43	39

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:⁵

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil

⁴ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

⁵ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	55.00	56.00
	b. Number of dealers/distributors to whom sales are made	625	632
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	46.00	52.00
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)*	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

* Excluding sales to wholly owned subsidiaries / Step down subsidiary.

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	Topic/principles covered under the training	% age of value chain partners covered (by value)
8	Code of Conduct, Health & Safety, Film Installation	80.00

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 structured framework to identify, disclose, and manage potential conflicts of interest involving members of the Board and Senior Management, as laid down in its Code of Conduct for the Board of Directors and Senior Management. In accordance with the Code, Directors and Key Managerial Personnel are required to periodically disclose their interests, affiliations and associations with other entities. These declarations are reviewed and updated on a regular basis to ensure transparency and timely identification of any potential conflicts. Further, prior to entering into transactions involving such individuals or related entities, the Company ensures that all applicable statutory requirements, internal policies and approval processes are duly complied with. This framework supports ethical decision-making and reinforces the Company's commitment to transparency, accountability and good governance.

The policy is available at: <https://www.garwarehitechfilms.com/investor-desk/policies-of-company>

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in the environmental and social impacts
R&D	0.31% (₹ 6.05 Crores)	0.36% (₹ 7.12 Crores)	The said investment was directed toward developing solutions that improve product safety and sustainability. These initiatives contributed to enhanced shelf life for dairy, vegetable and pharmaceutical packaging solutions. In addition, targeted R&D efforts toward coloured Paint Protection Films (PPF) have eliminated greenhouse gas emissions and reduced the handling of hazardous materials associated with conventional automobile painting processes.
Capex	₹ 4.55 Crores (Data not quantifiable in percent)	₹ 0.07 Crore (Data not quantifiable in percent)	

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

Yes. The Company follows a vertically integrated procurement model provided in a SOP that prioritises responsible sourcing. All wooden packaging materials are procured domestically and paper-based inputs are sourced exclusively from sustainable and environmentally responsible suppliers.

This approach reduces transportation-related emissions, supports local enterprises and contributes to employment generation. The Company also collaborates with suppliers that follow responsible forestry and sourcing practices, thereby aiding biodiversity conservation and sustainable resource management across the supply chain.

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

The Company ensures that 100% of its paper-based raw materials are sourced from sustainable and eco-friendly suppliers, ensuring all wooden packaging materials are procured locally under its vertically integrated sourcing strategy. Additionally, sustainability assessment surveys were circulated to 80% of value chain partners to evaluate and strengthen responsible sourcing practices.

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 remains committed to environmentally responsible waste management and strictly complies with its Extended Producer Responsibility (EPR) obligations. To manage plastic waste effectively, it has partnered with a reputed recycling agency to facilitate systematic collection and recycling, thereby minimising environmental impact.

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 is applicable to the Company's operations. The Company follows a structured waste management framework that is aligned with the EPR plan approved by the Maharashtra State Pollution Control Board. Waste collection, scientific processing and recycling certification are managed through an authorised external agency, ensuring regulatory compliance and traceability of waste disposal activities.

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 Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
22201	PET Films	29.00	Cradle to Cradle	Yes	No
22201	Lamination Films	45.00	Cradle to Cradle	Yes	No
22201	Paint Protection Films	26.00	Cradle to Cradle	Yes	No

Note: The LCA was conducted by CII for the Company's products.

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 and/or risks arising from production or disposal of our products / services, was identified in the Life Cycle Assessment.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Plastic chips (Recycled)	22.38	39.92

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 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	985.00	1471.00	9.59	664.00	1546.00
E-waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous Waste	0.00	0.00	0.00	0.00	0.00	0.00
Other waste (Wood and Paper)	0.00	0.00	0.00	0.00	0.00	0.00

Note: As per the EPR Targets in both the financial years.

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 percentage of products sold) for each product category.
The Company is registered under the Extended Producer Responsibility framework and ensures that plastic waste generated from its products is recycled both internally and through authorised external agencies in line with prescribed targets. Post sale, the responsibility for collection and recycling of plastic products rests with brand owners, in accordance with applicable EPR regulations. The Company continues to monitor compliance with EPR obligations to ensure responsible end-of-life management of its products and packaging materials.	

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

Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	710	710	100.00	710	100.00	0	0	710	100.00	710	100.00
Female	7	7	100.00	7	100.00	7	100.00	0	0.00	7	100.00
Total	717	717	100.00	717	100.00	7	100.00	710	100.00	717	100.00
Other than Permanent Employees											
Male	231	231	100.00	231	100.00	0	0.00	231	100.00	231	100.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	231	231	100.00	231	100.00	0	0.00	231	100.00	231	100.00

*Percentage of (D & E) – Maternity and Paternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024.

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

% of workers covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	319	319	100.00	319	100.00	0	0.00	319	100.00	319	100.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	319	319	100.00	319	100.00	0	0.00	319	100.0	319	100.00
Other than Permanent Workers											
Male	827	827	100.00	827	100.00	0	0.00	827	100.00	827	100.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	827	827	100.00	827	100.00	0	0.00	827	100.00	827	100.00

*Percentage of (D & E) – Maternity and Paternity benefit is calculated as 100% as per FAQ's on BRSR issued by NSE dt. May 10, 2024.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.32	0.32

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI*	NA	100.00	Y	NA	100.00	Y

*ESI is 100% for workers who are eligible for the ESIC scheme. In light of discovery and clarification provided, the Company has rationalised its data for FY 2024-25.

3. Accessibility of workplaces

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

While the Company currently does not employ any differently abled employees or workers, it remains committed to ensuring workplace accessibility in line with the intent of the Rights of Persons with Disabilities Act, 2016. Infrastructure across offices and facilities includes accessibility features such as ramps, elevators and wheelchairs, wherever required. Several office locations are situated on the ground floor to facilitate ease of access. In specific circumstances, battery-operated vehicles are also made available to support mobility within the premises.

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

Yes. The Company follows the principle of equal opportunity as outlined in its Code of Conduct, which is accessible through the intranet. The Company is also committed to providing equal employment opportunities to all individuals, irrespective of age, gender, race, religion, nationality or disability. It endeavours to foster an inclusive and equitable workplace culture where employees are treated with dignity, fairness and respect and are provided equal opportunities for growth and advancement.

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

	Permanent Employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company has established a structured Grievance Redressal Mechanism as mentioned in the Code of Conduct, available on the intranet, to ensure timely and effective resolution of employee and worker concerns. Employee grievances may be addressed through a structured hierarchy, beginning with the Immediate Supervisor, followed by escalation to the HR Department or Grievance Redressal Committee (ICCT), with legal recourse available where applicable. Where required, matters may also be escalated through vigil mechanism to ensure appropriate resolution. This multi-tiered mechanism promotes transparency, open communication and employee well-being and supports the maintenance of a fair and supportive work environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	717	0	0.00	642	0	0.00
Male	710	0	0.00	638	0	0.00
Female	7	0	0.00	4	0	0.00
Total Permanent Worker	319	0	0.00	305	0	0.00
Male	319	0	0.00	305	0	0.00
Female	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)			No. (E)	% (E/D)	No. (F)
Employees										
Male	941	941	100.00	941	100.00	798	798	100.00	798	100.00
Female	7	7	100.00	7	100.00	4	4	100.00	4	100.00
Total	948	948	100.00	948	100.00	802	802	100.00	802	100.00
Workers										
Male	1146	1146	100.00	1146	100.00	1194	1194	100.00	1194	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Total	1146	1146	100.00	1146	100.00	1194	1194	100.00	1194	100.00

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	941	941	100.00	798	798	100.00
Female	7	7	100.00	4	4	100.00
Total	948	948	100.00	802	802	100.00
Workers						
Male	1146	1146	100.00	1194	1194	100.00
Female	0	0	0.00	0	0	0.00
Total	1146	1146	100.00	1194	1194	100.00

* While monetary or appraisal reviews for new hires fall outside the scope of HR policy, they receive constructive feedback during the appraisal cycle to support their professional growth, skill enhancement, and overall development.

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. The Company has implemented a structured Occupational Health and Safety (OHS) Management System aligned with the Plan-Do-Check-Act (PDCA) framework to ensure continual improvement. The Environment, Health and Safety (EHS) Policy is supported by senior management through adequate resource allocation and defined accountability. Health and safety performance is reviewed through monthly safety committee meetings, during which plant-level performance, incidents, and improvement opportunities are evaluated.

The Company is also in the process of obtaining ISO 45001:2018 certification, further strengthening its OHS framework.

- 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 follows a comprehensive hazard identification and risk assessment mechanism for both routine and non-routine activities. Each manufacturing unit is supported by a dedicated safety committee and safety coordinators, assisted by trained health and safety professionals. Regular monthly inspections and risk assessments are conducted to identify potential hazards and improvement areas. An online hazard reporting system enables continuous identification and monitoring of safety issues. In addition, a stringent work permit system ensures that activities commence only after risks have been evaluated and appropriate control measures are implemented. Workers continuously follow safety practices by ensuring mandatory PPE compliance, adhering to safety protocols in designated areas, promptly reporting incidents and actively participating in regular safety training, drills and audits. Continuous compliance with medical fitness and health standards is maintained, while unsafe acts or safety violations are strictly addressed through disciplinary measures.

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

Yes. A digital safety observation and reporting platform allows employees and workers to report near-miss incidents, unsafe acts or hazardous conditions. All reported observations are escalated to the concerned supervisors or managers for corrective action and resolution status is tracked on a weekly basis to ensure closure and accountability.

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

Yes. All employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*	Employees	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	0.00	0.00
No. of fatalities	Employees	0.00	0.00
	Workers	0.00	0.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0.00
	Workers	0.00	0.00

*Including the contract workforce

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

The Company considers workplace safety to be a core element of employee well-being and operational effectiveness, beyond statutory compliance. A safe working environment contributes to higher productivity, improved employee morale, and reduced operational risks.

All incidents and near-misses are systematically recorded, investigated and monitored until corrective and preventive actions are fully implemented. The Company follows a continuous improvement approach, recognising that effective safety management requires ongoing vigilance, proactive interventions and regular review of safety practices.

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

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

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	During the reporting year, 100% of the Company's plants and offices were assessed for health and safety practices through third-party audits by M/s. Green EHS, ensuring independent evaluation and consistent adherence to safety standards.
Working Conditions	

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

No significant safety-related risks or concerns were identified during the assessments. However, observations noted during audits were addressed promptly through appropriate corrective actions to further strengthen health and safety performance.

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

Yes. The Company provides Group Personal Accident Insurance and Employee Compensation Policy coverage for both employees and workers, offering financial protection and security in the event of unforeseen incidents.

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 robust controls to ensure that contractors and value chain partners comply with statutory requirements related to deduction and deposit of applicable dues. As part of this framework, security deposits are collected from partners to reinforce accountability. These deposits act as a safeguard and may be forfeited in cases of non-compliance or sustainability-related breaches, thereby supporting ethical conduct and regulatory adherence across the value chain.

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

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

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

As part of its transition assistance initiatives, the Company continues to engage select retired employees as consultants or advisors, enabling continuity of knowledge transfer while supporting continued professional engagement beyond formal 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	During the reporting year, 80% of value chain partners (by value of business) were assessed on parameters relating to health and safety practices and working conditions.
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.

No significant risks or concerns related to health and safety practices or working conditions were identified during the assessment of value chain partners.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company follows a structured approach to identifying and prioritising its key stakeholders through continuous engagement and dialogue across multiple communication channels. The process involves identifying relevant internal and external stakeholder groups, assessing the nature and extent of the Company's impact on them, and evaluating their influence on business operations.

This assessment enables the Company to prioritise stakeholders based on materiality and relevance, ensuring that stakeholder expectations are appropriately considered and addressed within its strategic and operational decision-making processes.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer Satisfaction Surveys	Continuous	Data Security & Innovation
Employees	No	Email, Intranet, Social media, Noticeboards, Employee engagement initiatives, Annual performance appraisal discussions	Continuous or Need Based	Development and wellness programmes for employees and their families
Shareholder/ Investors	No	Press releases, Investor/ Analyst Conference call, AGM, Annual Reports and Financial Statements	Quarterly, Half-yearly, Annual and Need Based	Company Financials
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	Continuous	Relief and Rehabilitation
Regulators and Statutory bodies	No	Meetings, Mandatory Filings with regulators (SEBI, MCA, etc.)	Continuous or need basis	Compliances, fair and ethical business practices and transparency in disclosures
Media	No	Website	Continuous	Press releases and public disclosures
Industry Associations	No	Meetings	Continuous	Communications

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Dealers/ Distributors	No	Meetings	Quarterly or need based	Dealer/ Distributor meets, Dealer/ Distributor surveys, Welfare schemes, Training and education, Dealer/ Distributor feedbacks
Bankers and Financial institutions	No	Meetings, website, Advertisements	Continuous or need basis	Engagement activities
Vendors	No	Regular meetings, Supplier assessments	Continuous	Ensure timely payments

Leadership Indicators

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

The Company places strong emphasis on incorporating stakeholder perspectives into its governance framework. Inputs and concerns raised through stakeholder engagements are reviewed by the relevant management teams and where appropriate, escalated for consideration at the Board level. This structured consultation mechanism ensures that material economic, environmental and social matters are adequately deliberated and addressed through informed decision-making.

- 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. The Company maintains open and accessible communication channels that allow stakeholders to raise concerns and provide feedback on environmental and social matters. Any issues received are reviewed promptly and discussions are initiated to assess and resolve them in a timely manner. While no stakeholder-driven environmental or social concerns were reported during the current reporting period, inputs received through consultations in earlier periods have informed key decisions and contributed to the refinement of policies and operational practices.

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

The Company's CSR initiatives are focused on supporting vulnerable and marginalised communities in line with its CSR Policy. These initiatives primarily address areas such as education, gender equality, women's empowerment and the alleviation of hunger, poverty, nutritional deficiencies and healthcare challenges. No specific instances of engagement requiring corrective or remedial action for vulnerable or marginalised stakeholder groups were identified during the reporting period.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	717	717	100.00	642	642	100.00
Other than permanent	231	231	100.00	160	160	100.00
Total Employees	948	948	100.00	802	802	100.00
Workers						
Permanent	319	319	100.00	305	305	100.00
Other than permanent	827	827	100.00	889	889	100.00
Total Workers	1146	1146	100.00	1194	1194	100.00

Note: Human Rights training is given to all employees and workers as a part of Induction.

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

Category	FY 2025-26					2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	717	0	0.00	717	100.00	642	0	0.00	642	100.00
Male	710	0	0.00	710	100.00	638	0	0.00	638	100.00
Female	7	0	0.00	7	100.00	4	0	0.00	4	100.00
Other than Permanent	231	0	0.00	231	100.00	160	0	0.00	160	100.00
Male	231	0	0.00	231	100.00	160	0	0.00	160	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	319	0	0.00	319	100.00	305	0	0.00	305	100.00
Male	319	0	0.00	319	100.00	305	0	0.00	305	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	827	0	0.00	827	100.00	889	0	0.00	889	100.00
Male	827	0	0.00	827	100.00	889	0	0.00	889	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (In lakh per annum)	Number	Median remuneration/ Salary/ Wages of respective category (In lakh per annum)
Board of Directors (BoD)	7	5.08	4	531.75
Key Managerial Personnel*	4	114.58	2	1232.88
Employees other than BoD and KMP	708	7.70	5	14.00
Workers	319	4.62	0	0.00

* Chairman & Managing Director (CMD) and Whole-Time Directors (WTD) are included under both Board of Directors and Key Managerial Personnel.

**Data is calculated as of March 31, 2026 and includes permanent employees and workers only. Other than permanent employees and workers are excluded from the above calculations.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:⁶

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	15.80 (Including Directors)	16.00 (Including Directors)

Note: The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Yes. The responsibility for overseeing and addressing human rights related impacts and issues within the Company is with the Head of Human Resources (HR) Operations, who serves as the primary focal point.

⁶ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

The Company has established a structured internal Grievance Redressal Mechanism for addressing human rights related concerns. Employees and workers may initially raise grievances with the respective plant HR Head. In instances where the matter remains unresolved, it may be escalated sequentially to the Plant Head or Unit Head, and thereafter through the defined vigil mechanism to ensure appropriate resolution, as required. This escalation framework ensures accessibility, transparency and timely resolution of grievances.

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

	FY 2025-26			FY 2024-25		
	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	No complaints were reported by employees or workers during either of the financial years in relation to sexual harassment, workplace discrimination, child labour, forced or involuntary labour, wages or any other human rights related matters.					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No complaints were received under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 during either of the financial years.	
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases⁸

The Company maintains a strong commitment to preventing harassment and discrimination in the workplace. An Internal Complaints Committee (ICC) has been constituted in full compliance with applicable legal requirements to address complaints related to sexual harassment under the POSH Act, as provided in the POSH Policy on the website. Further, the Company enforces a zero-tolerance policy against retaliation, victimisation or discrimination of any individual who raises a concern through the Vigil Mechanism or participates in related inquiries, thereby safeguarding complainants throughout the Redressal process provided under the Whistle-blower policy. The Policies are available at: <https://www.garwarehitechfilms.com/investor-desk/policies-of-company>

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

Yes. Human rights requirements are embedded within the Company's business agreements and contractual arrangements. These provisions ensure compliance with applicable labour and human rights laws, including the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971. The contractual framework explicitly prohibits child labour and forced or involuntary labour, while reinforcing ethical employment practices and fair treatment across operations.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
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⁷ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

⁸ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Child Labour	During the reporting period, 100% of the Company's plants and offices were assessed by a third party on the mentioned human rights parameters.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

Note: A third party, Deloitte, has undertaken the assessment on the above parameters.

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

No significant risks or adverse observations were identified during the assessments conducted under Question 10. Hence, no corrective actions were required or initiated during the reporting period.

Leadership Indicators

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

The Company remains committed to continuously strengthening its human rights framework and maintains an open-door policy for employees and stakeholders. As no material human rights grievances necessitating procedural changes were reported during the year, no business process modifications were undertaken.

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

Human rights considerations form an integral part of the Company's regular third-party audit processes, which include evaluation of compliance with applicable human rights parameters across operations.

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. The Company endeavours to ensure accessibility for differently-abled visitors in accordance with the Rights of Persons with Disabilities Act, 2016. Several offices are located on the ground floor and are equipped with accessibility features such as ramps, elevators and wheelchairs. Where required, battery-operated vehicles are also provided to facilitate ease of movement within the premises.

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	The Company addresses matters related to child labour, forced or involuntary labour, sexual harassment, workplace discrimination and fair wages through established internal controls, routine oversight and operational checks. During the reporting year, 80% of the value chain partners were assessed against these parameters. Continuous monitoring mechanisms are in place to proactively identify potential issues and ensure timely and appropriate corrective actions wherever required.
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 significant risks or concerns were identified and no corrective actions were required or initiated from the assessment undertaken.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:⁹

Parameter	FY 2025-26 (In Mega Joules)	FY 2024-25 (In Mega Joules)
From renewable sources		
Total electricity consumption (A)*	2,85,79,006.80	-
Total fuel consumption (B)	19,19,67,179.29	16,27,52,955.76
Energy consumption through other sources (C) - Biogas (generated in ETP) utilized in Boiler	97,30,310.40	59,62,200.00
Total energy consumption (A+B+C)	23,02,76,496.49	16,87,15,155.76
From non-renewable sources		
Total electricity consumption (D)	25,00,32,187.51	28,13,03,058.96
Total fuel consumption (E) **	42,92,54,457.08	47,22,14,351.28
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	67,92,86,644.59	75,35,17,410.24
Total energy consumed (A+B+C+D+E+F)	90,95,63,141.08	92,22,32,566.00
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) (MJ/ Rs)	0.047	0.046
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹⁰ (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/ USD)	0.95	0.95
Energy intensity in terms of physical output ¹¹ (MJ/ MT)	10,958.96	11,592.83
Energy intensity (optional) – the relevant metric may be selected by the entity – MJ/ Employee	9,59,454.79	-

*Green electricity consumption commenced in October 2025, whereas electricity from the solar was available from December 2025 onwards.

** The decrease in fuel consumption is primarily attributable to the exclusion of one company-owned vehicle from the reporting boundary and the non-availability of fuel consumption data for another vehicle during the reporting period.

The Energy Policy of the company focuses on improving energy efficiency through optimized energy consumption, equipment modernization and enhanced operational practices. It encourages the adoption of renewable energy sources by conducting internal audits, monitoring energy performance indicators and updating action plans. In alignment with this commitment, the company continuously implements various energy-saving initiatives across its operations.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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 Company's manufacturing facilities are currently not classified as Designated Consumers under the Government of India's Perform, Achieve and Trade (PAT) Scheme. Accordingly, no targets have been prescribed or monitored under the scheme during the reporting period.

⁹ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁰ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹¹ The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. Provide details of the following disclosures related to water, in the following format:¹²

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,12,317.00	4,35,933.00
(ii) Groundwater	9,008.62	15,806.46
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	38,404
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,21,325.62	4,90,143.46
Total volume of water consumption (in kilolitres)*	4,59,821.62	4,90,143.46
Water intensity per rupee of turnover (Water consumed / Revenue from operations) (KL/ Rs)	0.000024	0.000025
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹³ (Total water consumption / Revenue from operations adjusted for PPP) (KL/ USD)	0.00048	0.00051
Water intensity in terms of physical output¹⁴ (KL/ MT)	5.54	6.16
Water intensity (optional) – the relevant metric may be selected by the entity -KL/ Employee	485.04	-

*The reported water consumption is higher than water withdrawal as it includes the reuse of treated water generated from the Effluent Treatment Plant (ETP) and Reverse Osmosis (RO) systems, which is recycled and utilized within the process operations.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable – Zero Liquid Discharge (ZLD) System Implemented The Company has adopted and fully implemented a Zero Liquid Discharge (ZLD) system as part of its commitment to sustainable water management. This approach ensures that no industrial wastewater is discharged from the premises, as all effluents are completely treated, recycled and reused within the facility.	
- 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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

¹² The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹³ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁴ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

The Company has established and operationalized a Zero Liquid Discharge (ZLD) framework across all its facilities. Under this system, approximately 120 cubic meters of wastewater is treated on a daily basis through an integrated and advanced treatment process.

The treated effluent is fully recovered and reused within operations, primarily in cooling tower applications, thereby minimizing reliance on freshwater sources. This practice ensures adherence to applicable environmental norms while reinforcing the Company's focus on efficient resource utilization and responsible environmental management. The elimination of liquid discharge, coupled with internal recycling, reflects the Company's commitment to sustainable operations and long-term environmental stewardship.

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

Parameter	Please specify unit	FY 2026-25	FY 2024-25
NOx	Kg	-	-
SOx	Kg	1,21,957.80*	54,728.00
Particulate matter (PM)	Kg	23,706.17	26,013.13
Persistent organic pollutants (POP)	Kg	-	-
Volatile organic compounds (VOC)	Kg	-	-
Hazardous air pollutants (HAP)	Kg	-	-
Others - please specify	Kg	-	-

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

Yes, independent assessment is conducted at Chikalthana and Waluj plant by Mahabal Enviro Engineers Pvt. Ltd.

*The increase in SO₂ emissions during FY 2025-26 was mainly attributable to improved monitoring accuracy resulting from instrument calibration and measurement methodology refinement by an accredited third-party laboratory.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:¹⁵

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions * (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	43,624.61	51,927.91
Total Scope 2 emissions¹⁶ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	49,311.90	75,722.26
Total Scope 1 and Scope 2 emissions per Rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/Rupees	0.0000048	0.0000064
Total Scope 1 and Scope 2 emissions per USD of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ¹⁷	Metric tonnes of CO ₂ equivalent/USD	0.00010	0.00013
Total Scope 1 and Scope 2 emissions intensity in terms of physical output¹⁸	Metric tonnes of CO ₂ equivalent/MT	1.12	1.60
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/Employee	98.03	-

*For Scope 1 emissions, the distance travelled by company-owned vehicles has been estimated using the mileage of each vehicle, derived from the previous year's fuel consumption and distance travelled data.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

¹⁵ The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁶ The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

¹⁷ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁸ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

8. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

Yes, the Company has undertaken multiple targeted initiatives to reduce greenhouse gas (GHG) emissions, with a focus on renewable energy adoption, fuel transition and energy efficiency improvements.

The Company has deployed a rooftop solar power system and procures renewable electricity under a green energy scheme, thereby reducing dependence on grid-based fossil fuel electricity and lowering Scope 2 emissions. In addition, renewable energy is generated through a producer gas plant, wherein biomass is converted into a combustible gas and through an Effluent Treatment Plant (ETP)-based biogas power generation system, enabling substitution of conventional fuels with cleaner alternatives.

Further, a transition in fuel usage has been implemented at the thermic fluid heater, with partial replacement of conventional fuel (LSHS) by producer gas derived from biomass, contributing to lower emission intensity. The Company has also undertaken several energy efficiency initiatives, including replacement of inefficient equipment with energy-efficient alternatives (such as AHUs and blowers), installation of non-critical equipment interlocks, and implementation of a closed-loop cooling tower system. These measures, supported by an energy audit identifying multiple optimization projects, have resulted in significant reduction in energy consumption and associated emissions.

Collectively, these initiatives contribute to improved energy performance, reduced reliance on fossil fuels and a measurable decrease in the Company's overall carbon footprint.

9. Provide details related to waste management by the entity, in the following format:¹⁹

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	16,836.30	17,646.62
E-waste (B)	-	10.42
Bio-medical waste (C)	0.001	0.01
Construction and demolition waste (D)	-	-
Battery waste (E)	1.04	0.88
Radioactive waste (F)	-	-
Other Hazardous waste (G)		
1) Chemical sludge from waste water treatment	39.52	46.01
2) Spent solvent	1,456.59	1,646.99
3) Empty drums / barrels contaminated with Hazardous Chemicals	204.15	185.18
4) Used Oil	11.17	9.11
5) Used filters contaminated with Hazardous Chemicals	1.20	0.72
Other Non-hazardous waste generated (H)		
1) Metal (All types)	184.01	143.63
2) Waste Wood (Paper, Plywood, Jungle, Boxes, Core etc.)	15,873.14	1,277.79
3) Biomass Ash	2,856.86	2,386.91
Total (A+B + C + D + E + F + G + H)	37,463.97	23,354.26
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ Rupee)	0.0000019	0.0000012
Waste intensity per USD of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)²⁰ (MT/ USD)	0.0000039	0.0000024
Waste intensity in terms of physical output ²¹ (MT/ MT)	0.45	0.30

¹⁹ The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁰ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²¹ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2025-26	FY 2024-25
Waste intensity (optional) - the relevant metric may be selected by the entity – (MT/Employee)	39.52	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic Waste, E-Waste, Battery Waste, Other Hazardous Waste and Other Non-Hazardous Waste		
(i) Recycled - Plastic Waste, E-Waste, Battery Waste, Spent Solvent, Empty Drums/Barrels contaminated with Hazardous Chemicals, Used Oil, Metals and Waste Wood	36,386.94	20,920.62
(ii) Re-used - Biomass Ash used as Biochar/Manure	1,036.31	2,386.91
(iii) Other recovery operations - (Energy Recovery) - Chemical Sludge from waste water treatment used as alternate fuel	7.49	-
Total	37,430.74	23,307.53
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste- Biomedical Waste and Other Hazardous Waste		
(i) Incineration - Biomedical Waste, Chemical sludge from waste water treatment and Used filters contaminated with Hazardous Chemicals	33.22	46.73
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	33.22	46.73

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has established a structured and compliant waste management framework to ensure proper handling, segregation, storage and disposal of both hazardous and non-hazardous waste streams arising from its operations. Waste is managed through authorized recyclers and certified agencies to ensure environmentally sound treatment and disposal. Plastic waste generated internally is recycled and reused within operations to the extent feasible, promoting circularity and reducing reliance on virgin raw materials. Any residual plastic waste that cannot be reused in-house is channelled to approved third-party recyclers. Additionally, the Company fulfills its Extended Producer Responsibility (EPR) obligations through authorized agencies for collection and recycling of post-consumer plastic waste, in line with applicable regulatory requirements.

The manufacturing processes are designed to avoid the use of toxic chemicals, thereby minimizing associated environmental and health risks. Hazardous waste, including used oil, solvents and empty containers, is systematically collected and sent to licensed recyclers for recovery and reuse. Process residues such as chemical sludge are disposed of through authorized Treatment, Storage and Disposal Facilities (TSDF), where they are managed through secure landfill, co-processing or incineration, in accordance with statutory guidelines.

Through these measures, the Company ensures regulatory compliance, reduces environmental impact, and advances its commitment to sustainable and responsible 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 in the following format:

S. No.	Location of operations/offices	Types 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.
The Company does not operate any manufacturing facilities or offices in or around ecologically sensitive areas, including national parks, wildlife sanctuaries, wetlands, coastal regulation zones or biodiversity hotspots.			

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 projects requiring environmental impact assessments under applicable EIA notifications were undertaken during the reporting period.					

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 and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
No instances of non-compliance were reported during the reporting year.				

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others - Waste water recycled through ETP and RO)		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / Revenue from operations)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into 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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	278.57	212.63
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent/ Rupee	0.000000014	0.000000011
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/Employee	0.29	-

**During FY 2024–25, Scope 3 greenhouse gas (GHG) emissions were calculated considering only Category 5 – Waste Generated in Operations. For the current reporting year, the Scope 3 inventory has been expanded to include Category 5 – Waste Generated in Operations and Category 6 – Business Travel, covering air travel undertaken by employees at the Waluj Plant. Business travel associated with the Mumbai Office has not been included in the FY 2025–26 Scope 3 emissions due to the unavailability of the required data.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Not applicable. The Company does not have operations or offices located in or near ecologically sensitive areas and therefore does not have any direct or indirect biodiversity impacts requiring mitigation or remediation.

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

Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1.	Fuel transition in Thermic Fluid Heater	The Company has initiated a transition in fuel usage for its Thermic Fluid Heater by introducing Producer Gas, generated through biomass (briquette) gasification, in combination with LSHS (Low Sulphur Heavy Stock), effective January 2026.	The use of Producer Gas is expected to reduce stack emissions and overall air pollution. Additionally, the by-product biochar (briquette ash) is utilized for composting applications, contributing to soil enrichment and offering potential carbon credit benefits.
2.	Solar power generation (50 kWp)	The Company has commissioned a solar power plant with an installed capacity of 50 kWp, operational since December 2025, for captive power generation.	This initiative contributes to a reduction in dependence on conventional grid electricity and supports the transition towards renewable energy, thereby lowering the Company's carbon footprint.
3.	Renewable energy procurement and clean energy adoption	The Company sources renewable power under green energy arrangements and is progressively integrating clean energy solutions, including solar energy and biomass-based producer gas, to meet its energy requirements.	This has led to reduced reliance on fossil fuel-based electricity, contributing to lower GHG emissions and improved sustainability performance.
4.	Energy efficiency and operational optimization initiatives	The Company has implemented multiple energy efficiency measures, including installation of LED lighting, replacement of inefficient equipment with energy-efficient alternatives, and execution of identified projects based on energy audits.	These measures have resulted in reduced energy consumption, improved operational efficiency and lower associated emissions and operating costs.
5.	Rainwater harvesting and water resource optimization	Rainwater harvesting systems have been implemented to capture and store rainwater for operational use, reducing dependence on external water sources.	This has improved water use efficiency, reduced freshwater withdrawal and supported sustainable water management practices.

Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
6.	Waste minimization and circular economy practices	The Company has adopted 3R (Reduce, Reuse, Recycle) principles, including waste segregation, material recovery and recycling initiatives across operations.	These practices have minimized waste generation, reduced environmental impact and enhanced resource efficiency through circular utilization of materials.
7.	Green belt development and plantation initiatives	The Company undertakes afforestation and maintains green belt areas within and around its facilities.	This contributes to carbon sequestration, improvement in ambient air quality and enhancement of local biodiversity and ecological balance.

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

The Company has established an Emergency and Disaster Management framework in accordance with the requirements of the Factories Act, 1948, to effectively manage potential emergencies. It enables timely and coordinated response actions to minimize risks to personnel, the environment and property, while ensuring business continuity. It defines clear roles and responsibilities, a structured command hierarchy and communication protocols for efficient incident management across on-site and off-site emergencies. Fire safety infrastructure, interconnected communication systems and dedicated emergency response mechanisms are in place. Periodic mock drills are conducted to assess preparedness, strengthen response capabilities and support the swift restoration of normal operations.

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 reported during the reporting period.

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

80% value chain partners were assessed in the reporting period.

8. How many Green Credits have been generated or procured:²²

- By the listed entity: Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

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

Essential Indicators

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

During the reporting period, the Company maintained active affiliations with Six (6) recognised trade and industry chambers and 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	Chamber of Marathwada Industries and Agriculture (CMIA) Chhatrapati Sambhajnagar (Aurangabad)	State
2	Maharashtra Chamber of commerce Industry and Agriculture - Mumbai	State
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Export Organization (FIEO)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	The Plastics Export Promotion Council	National

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

Name of authority	Brief of the case	Corrective actions taken
Not applicable. No adverse orders or observations relating to anti-competitive conduct were issued by any regulatory authority during the reporting period and no corrective actions were required or undertaken.		

²² The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company participates in public policy dialogue primarily through its membership and engagement with recognised industry and trade associations. Such participation is directed towards supporting the advancement of the industry and promoting matters of broader public interest. All interactions and advocacy efforts are conducted in accordance with the Company's Code of Conduct Policy, which sets out clear standards for ethical behaviour, transparency and responsible engagement while dealing with trade associations, industry bodies and other stakeholders. The Company does not independently advocate specific public policy positions outside these structured forums. Oversight of such engagements is exercised through established governance mechanisms, ensuring alignment with the Company's values and regulatory expectations.					

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
No projects requiring a Social Impact Assessment (SIA) under applicable laws were undertaken during the reporting year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
The Company did not undertake any projects during the reporting period that required Rehabilitation and Resettlement (R&R).						

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

The Company maintains open and transparent channels of communication with local communities. An open-door approach enables community members to raise concerns, share feedback and seek resolution of issues related to the Company's operations in a timely and accessible manner.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:²³

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	21.94	17.34
Directly from within India	78.06	82.66

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 cost²⁴

Location	FY 2025-26	FY 2024-25
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

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

²³ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁴ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable. No CSR projects were undertaken by the company in designated aspirational districts.			

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

The Company has not implemented a preferential procurement policy for suppliers belonging to marginalized or vulnerable groups at this stage, however it plans to implement it in the future.

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

Not Applicable.

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

Not Applicable.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable. The Company has not derived any benefits from intellectual property based on traditional knowledge during the reporting period.				

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. No adverse orders or disputes related to intellectual property involving the use of traditional knowledge were reported during the year.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting health care including preventive health care	Not Ascertainable	Benefits to all individuals in the geographical area where the Company operates. While some beneficiaries may belong to vulnerable or marginalized groups, their exact proportion is not quantifiable.
2.	Promoting Education	Not Ascertainable	Supports beneficiaries in the vicinity of the corporate office. Though individuals from vulnerable or marginalized communities may be included, their exact percentage cannot be ascertained.
3	Promoting gender equality and Setting up old age homes, day care centres and such other facilities	Not Ascertainable	Not Ascertainable
4	Protection of national heritage, art and culture	Not Ascertainable	Not Ascertainable
5	Conservation of natural resources and maintaining quality of water	Not Ascertainable	Not Ascertainable

Note: The CSR Projects are conducted through Garware Charitable Trust, Maharashtra.

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner
Essential Indicators
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

If a quality-related complaint is made by our B2B customers, a sample of the sold product is recalled and the relevant team addresses the complaint while documenting the feedback received. Our sales team consistently interacts with our clients to guarantee prompt and efficient resolution of any issues.

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	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	No consumer complaints were reported during the financial years concerning data privacy, advertising, cyber-security, delivery of essential services, restrictive trade practices, unfair trade practices or any other category mentioned.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	During the reporting period, the Company did not experience any product or service recalls related to safety concerns.	
Forced recalls		

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

Yes. In today's digital landscape, a cybersecurity policy is essential for protecting computer systems, networks and data from unauthorized access, cyber threats and security breaches. In alignment with this necessity, the company has implemented an IT Security Policy. To ensure transparency and accessibility, this policy is readily available on the Company's intranet for all employees to reference.

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

Not Applicable.

7. Provide the following information relating to data breaches:
a. Number of instances of data breaches

Nil

b. Percentage of data breaches involving personally identifiable information of customers²⁵

Nil.

c. Impact, if any, of the data breaches

Not Applicable

²⁵ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

Information of our products and services can be accessed on our website and social media handles as follows:

- Website: <https://www.garwarehitechfilms.com/>
- LinkedIn: <https://www.linkedin.com/company/garware-hitech-films-limited/>
- Twitter: <https://x.com/garwarehitech?mx=2>
- YouTube: <https://www.youtube.com/channel/UCQ4NRwSDqav6nKDmOXBZ2FA>
- Instagram: <https://www.instagram.com/garwarehitechfilms/>

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

As our end users, film applicators i.e., individuals tasked with applying film to vehicles, they are all required to complete mandatory training. The Company employs various methods to educate its customers on the safe and responsible use of its products:

Product Information, user manual, and guidelines: Providing detailed information about each product, including usage instructions, recommended applications and potential risks.

Online Resources: Offering educational content on the official website, including articles, videos and tutorials that explain the correct usage and care of products.

Customer Support and feedback: Offering customer support services to address queries and concerns related to product usage and safety.

Training Programs: Conducting training sessions or workshops for customers, installers and partners to ensure they have a comprehensive understanding of product applications and safety measures.

Warning Labels: Clearly labelling products with warning symbols, usage instructions and precautions to alert users to potential hazards.

Certifications and Standards: Ensuring that products meet industry standards and certifications, which can also include safety guidelines and recommendations.

Collaboration with Industry Associations: Partnering with relevant industry associations to share best practices and safety guidelines.

Environmental Impact: Educating customers about the environmental impact of products and encouraging responsible disposal or recycling methods.

Social Media and Marketing Campaigns: Utilizing social media platforms and marketing campaigns to raise awareness about safe and responsible product use.

Partnerships with Installers: Collaborating with authorized installers to ensure that they are well-versed in product application methods and safety practices.

By employing a combination of these approaches, the Company strives to ensure that its customers are well-informed about the safe and responsible use of its products.

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

Even though, we do not fall under essential service category, customers and regulators are intimated about any potential disruptions or the discontinuation of key services by both email and phone communication.

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. A detailed product datasheet that includes all required information is supplied with the products. Since GHFL functions in the B2B sector, they do not engage in consumer survey activities.