

**HERANBA INDUSTRIES LIMITED**

Corporate Office : 2nd Floor, A- Wing,
Fortune Avirahi, Jain Derasar Lane,
Borivali West, Mumbai - 400 092.
Registered Office : Plot No. 1504 / 1505 /
1506/ 1, GIDC, Phase III, Vapi, Dist. Valsad,
Gujarat - 396 195.



Website : www.heranba.co.in.
Tel no. : 022-50705050
Email : sales@heranba.com
CIN No : L24231GJ1992PLC017315

Date: September 03, 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001. Scrip Code: 543266	National Stock Exchange of India Limited Exchange Plaza, 5 th Floor Plot no. C/1, G Block, Bandra - Kurla Complex, Bandra (E), Mumbai - 400 051. Symbol: HERANBA
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Sub: Business Responsibility and Sustainability Report for the financial year 2025-26.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2025-26, which forms an part of the Annual Report for the financial year 2025-26.

You are requested to kindly take the above information on record.

Thanking You.

Yours faithfully,

For Heranba Industries Limited

ABDUL
LATIF

Digitally signed by
ABDUL LATIF
Date: 2026.09.03
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Abdul Latif

Company Secretary & Compliance Officer

Encl: as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	NSE Symbol*	HERANBA	
2	BSE Scrip Code*	543266	
3	MSEI Symbol*	NOT LISTED	
4	ISIN*	INE694N01015	
5	Corporate Identity Number (CIN) of the Listed Entity	L24231GJ1992PLC017315	
6	Name of the Listed Entity	Heranba Industries Limited	
7	Date of Incorporation	17-03-1992	
8	Registered office address	Plot No. 1504/1505/1506/1 GIDC, Phase-III, Vapi-Valsad -396195 Gujarat	
9	Corporate address	2 nd Floor, A Wing, Fortune Avirahi, Jain Derasar Lane, Borivali(W), Mumbai-400092	
10	E-mail	compliance@heranba.com	
11	Telephone	+91 22 5070 5050	
12	Website	https://heranba.com/	
13	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	01-04-2025	31-03-2026
	Previous Financial Year	01-04-2024	31-03-2025
	Prior to Previous Financial year	01-04-2023	31-03-2024
14	Name of the Stock Exchange(s) where shares are listed		
	Sr. No.	Name of the Stock exchange	Description of other stock exchange
	1	BSE	Bombay Stock Exchange
	2	NSE	National Stock Exchange
15	Paid-up Capital (In ₹)	400134670.00	
16	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Abdul Latif	
	Contact	022 5070 5114	
	E mail	compliance@heranba.com	
17	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis	
18	Whether the company has undertaken assessment or assurance of the BRSR Core?	No	
19	Name of assessment or assurance provider	Not Applicable	
20	Type of assessment or assurance obtained	Not Applicable	

II. Products/services

21. 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	Engaged in the business of manufacturing, selling, distributing, purchasing and dealing of Insecticides, Fungicides, Herbicides, Weedicides and Public Health Service	100.00%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Insecticides Herbicides, Fungicides, Public Health	20211	100.00%

NIC Code list link: https://www.ncs.gov.in/Documents/NIC_Sector.pdf

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	33	37
International	0	0	0

24. Markets served by the entity

A. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	85

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

28.47%

C. A brief on types of customers

The Company serves a diverse customer base across both domestic and international markets. Domestically, its customers include farmers, retailers, wholesalers, and distributors, serviced through an extensive network of stock depots. In the international segment, the Company caters to agrochemical companies and distribution partners. The Company's products are marketed and consumed across India as well as in overseas markets.

IV. Employees

25. Details as at the end of Financial Year

A. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Employees								
1	Permanent (D)	881	860	97.62%	21	2.38%	0	0.00%
2	Other than permanent (E)	2	2	100.00%	0	0.00%	0	0.00%
3	Total employees(D + E)	883	862	97.62%	21	2.38%	0	0.00%
Workers								
4	Permanent (F)	314	313	99.68%	1	0.32%	0	0.00%
5	Other than permanent (G)	600	578	96.33%	22	3.67%	0	0.00%
6	Total workers (F + G)	914	891	97.48%	23	2.52%	0	0.00%

B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Differently Abled Employees								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
Differently Abled Workers								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

26. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	6	0	0.00%

27. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY (2025-26)				Turnover rate in previous FY (2024-25)				Turnover rate in the year prior to the previous FY (2023-24)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	6.00%	2.00%	0.00%	3.00%	4.00%	7.00%	0.00%	5.50%	3.15%	6.25%	0.00%	3.39%
Permanent Workers	4.00%	0.00%	0.00%	4.00%	1.00%	0.00%	0.00%	1.00%	0.62%	0.00%	0.00%	0.62%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**28. (a) Names of holding/subsidiary/associate companies/joint ventures**

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Mikusu India Private Ltd	Subsidiary	100.00%	No
2	Heranba Organics Pvt. Ltd	Subsidiary	100.00%	No
3	Daikaffil Chemicals India Limited	Subsidiary	48.48%	No
4	Mikusu Global Industries Limited	Subsidiary	100.00%	No

VI. CSR Details**29.**

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	1755,55,38,311.95
(iii)	Net worth (in ₹)	973,96,11,767.77

VII. Transparency and Disclosures Compliances

30. 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)			
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	(If NA, then provide the reason)
Communities	Yes	https://heranba.com/	0	0	-	0	0	-	-
Investors (other than shareholders)	Yes	https://heranba.com/	0	0	-	0	0	-	-
Shareholders	Yes	https://heranba.com/	0	0	-	0	0	-	-
Employees and workers	Yes	https://heranba.com/	0	0	-	0	0	-	-
Customers	Yes	https://heranba.com/	0	0	-	0	0	-	-
Value Chain Partners	Yes	https://heranba.com/	0	0	-	0	0	-	-
Any other	NA	https://heranba.com/	0	0	-	0	0	-	-

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Customer Experience & Satisfaction	O	Focus on delivering innovative products to enhance crop productivity and public health outcomes	Not Applicable	Positive Implications
2	Climate Change & Natural Disasters	R	Potential business disruptions due to events such as floods, cyclones, fire, drought, etc.	Insurance coverage, fire safety systems, emergency preparedness, periodic risk assessments	Negative Implications
3	Climate Change & Energy Transition	O	Opportunities in reducing emissions, adopting clean energy, and improving energy efficiency	Not Applicable	Positive Implications

31. Overview of the entity's material responsible business conduct issues (Contd.)

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 & Safety	R	Risk of incidents impacting workforce, operations, and reputation	SOPs, safety training, PPE usage, audits, medical checks and continuous monitoring	Negative Implications
5	Process & Product Development	O	Enhances growth, efficiency, profitability, and stakeholder satisfaction	Not Applicable	Positive Implications
6	Supply Chain Resilience	R	Dependency on logistics and third parties affecting continuity and reputation	Diversified sourcing, logistics optimisation, insurance, supplier risk assessments	Negative Implications
7	Supply Chain Strengthening	O	Strengthening distribution network to improve customer fulfilment	Not Applicable	Positive Implications
8	Human Capital Management	R	Risks relating to attrition, skill gaps, and labour disruptions	Structured hiring, training programs, performance management, employee engagement	Negative Implications
9	Human Capital Development	O	Skilled and engaged workforce drives productivity and sustained growth	Not Applicable	Positive Implications
10	Product Quality	O	Ensures customer trust through consistent, high-quality products and innovation	Not Applicable	Positive Implications
11	Corporate Governance & Compliance	R	Exposure to regulatory risks, penalties, and reputational impact	Compliance systems, governance frameworks, periodic reviews and expert advisory	Negative Implications
12	Environmental Management	R	Non-compliance may lead to liabilities, reputational loss, and operational impact	Pollution control measures, waste management, regulatory compliance	Negative Implications
13	Data Protection & Security	R	Risks related to data breaches, system reliability, and confidentiality	Access controls, system monitoring, secured IT infrastructure	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	https://heranba.com/							
2.		Whether the entity has translated the policy into procedures. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	NA*	Yes
3.		Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	NA*	Yes
*The Company has not undertaken any Social Impact Assessment (SIA) Project										
4.		Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has obtained multiple national and international certifications, including: • ISO Certifications: ISO 9001:2015 (Quality Management) • ISO 14001:2015 (Environmental Management), • ISO Certifications: ISO 9001:2015 Production & Dispatch of Agro Based Formulations, • ISO/IEC 17025:2017 (Quality Assurance Laboratory) • Good Manufacturing Practices (GMP) Certification • HACCP Certification for production and distribution processes • WHO/FAO Compliance for select products • BIS Certifications: 11 licenses for various agrochemical products • Four Star Export House recognition These certifications demonstrate the Company's commitment to quality, environmental sustainability, product safety, and regulatory compliance							
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of formalizing its ESG strategy, including defined goals, targets and timelines aligned with material sustainability issues."							
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable, as the Company is in the process of defining ESG goals and targets.							
Governance, leadership and oversight										
7.		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Heranba is committed to sustainability and innovation, recognizing its responsibility to minimise environmental impact across its operations. The Company integrates sustainable practices across the value chain, from raw material sourcing to waste management. Driven by innovation, Heranba adopts green chemistry principles and focuses on developing products that are effective, safe, and environmentally responsible. The Company also emphasises resource efficiency through reduced emissions, responsible packaging, and continuous process improvement. Employee safety, social responsibility, and community development remain key priorities, supported by strong safety practices and CSR initiatives. Heranba upholds high standards of governance through transparency, compliance, and ethical business practices. The Company remains focused on advancing sustainable growth by combining innovation with environmental stewardship and responsible business conduct.							
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Raghuram K. Shetty (DIN: 00038703), Managing Director							
9.		Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA).	Yes							
If yes, provide details.			Our Managing Director and Executive Directors oversee the implementation of respective policies. The Functional Heads are authorized to oversee the implementation thereof.							

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

10.	Details of Review of NGRBCs by the Company									
	Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Director								
	Frequency (Annually /Half yearly /Quarterly/Any other-please specify).	Any Other								
	Description of other committee for performance against above policies and follow up action	Performance against policies is reviewed under the oversight of the Managing Director and Whole-Time Director, supported by senior management. The review is conducted periodically based on the frequency specified in respective policies and on a need basis, whichever is earlier.								
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director								
	Frequency (Annually /Half yearly /Quarterly/Any other-please specify).	Any Other								
	Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	The Company has necessary procedures in place to ensure the compliance with all relevant regulations								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	Yes								
	If Yes, Provide name of the agency	"External assessments are conducted by agencies such as Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements."								
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)	Not Applicable								
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
	It is planned to be done in the next financial year (Yes/No)	Not Applicable								
	Any other reason (please specify)	Not Applicable								
	Notes	-								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During FY 2025-26, the Company conducted four training and awareness programmes for Directors and Key Managerial Personnel covering corporate governance, BRSR and ESG principles, regulatory and compliance updates, finance, risk management, business strategy, and operational performance. Independent Directors were also provided with familiarization programmes, including management presentations and site visits, to enhance their understanding of the Company's business, operations, industry environment, and governance framework.	100.00%
Key Managerial Personnel	4	During FY 2025-26, the Company conducted four training and awareness programmes for Directors and Key Managerial Personnel covering corporate governance, BRSR and ESG principles, regulatory and compliance updates, finance, risk management, business strategy, and operational performance. Independent Directors were also provided with familiarization programmes, including management presentations and site visits, to enhance their understanding of the Company's business, operations, industry environment, and governance framework.	100.00%
Employees other than BoD and KMPs	250	More than 40 topics which includes - Health and Safety including Basic & General Safety in Chemical Industry, Emergency Chlorine Handling Kit, First-aid Training,, Manual Material Handling, Good Housing Keeping, Practical Fire Fighting With the Use Of Fire Extinguisher, Importance of PPE, SCBA Set Handling etc - Session on Code of Conduct for employees &workers - Prevention of Sexual Harassment - Stress Management - Business Communication Skills - Team Building - Training on Microsoft Excel - Training on Product DEvelopment	73.00%
Workers	195	Health and Safety including Basic & General Safety in Chemical Industry, Emergency Chlorine Handling Kit, First-aid Training,, Manual Material Handling, Good Housing Keeping, Practical Fire Fighting With the Use Of Fire Extinguisher, Importance of PPE, SCBA Set Handling, Bromine Handling training, H2S gas detector operation, Unsafe Condition and unsafe act etc Prevention of Sexual Harassment	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

Details of penalty or fine					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NIL					
Details of settlement					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NIL					
Details of compounding fee					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NIL					

Non-Monetary

Details of imprisonment					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	Has an appeal been preferred? (Yes/No)
NIL					
Punishment					
Sr. No.	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	Has an appeal been preferred? (Yes/No)
NIL					

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

Details Of The Appeal Or Revision Preferred In Cases Where Monetary Or Non Monetary Action Has Been Appealed		
Sr. No.	Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NIL		

4. Does the entity have anti-corruption or anti-bribery policy?

Yes

If Yes, provide details in brief	The Company has an Anti-Bribery and Anti-Corruption Policy which provides a framework for ethical conduct and compliance with applicable laws. The policy prohibits bribery, facilitation payments, and unethical practices, and applies to all directors, employees and stakeholders. It also covers risk awareness, reporting mechanisms, training and disciplinary actions in case of violations. The Company maintains a zero-tolerance approach towards corruption and encourages reporting of concerns through its vigil mechanism, ensuring confidentiality and protection to whistleblowers. Regular training is conducted to promote awareness and compliance. The policy is available at: https://heranba.com/
Provide a web-link if the entity has anti-corruption or anti-bribery policy	https://heranba.com/

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

Particulars	FY (2025-26)	PY (2024-25)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

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

Not Applicable

8. Number of days of accounts payables

Particulars	FY (2025-26)	PY (2024-25)
i) Accounts payable x 365 days	111,058.40*	159,918.52 *
ii) Cost of goods/services procured	1,438.66*	1,131.51*
iii) Number of days of accounts payables	77.20	141

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

Parameter	Metrics	FY (2025-26)	PY (2024-25)
Concentration of Purchases	a. i) Purchases from trading houses	342.00*	253.76*
	ii) Total purchases	1,438.66*	1,131.51*
	iii) Purchases from trading houses as % of total purchases	23.77%	22.43%
	b. Number of trading houses where purchases are made	3	3
	c. i) Purchases from top 10 trading houses	342.00*	253.76*
	ii) Total purchases from trading houses	342.00 *	253.76*
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	100.00%	100.00%
Concentration of Sales	a. i) Sales to dealer/distributors	335.05*	408.25*
	ii) Total Sales	1,755.55*	1,495.90*
	iii) Sales to dealer/distributors as % of total sales	19.09%	27.29%
	b. Number of dealers/distributors to whom sales are made	10,000	10,000
	c. i) Sales to top 10 dealers/distributors	12.50*	41.25*
	ii) Total Sales to dealer/distributors	335.05*	408.25*
	iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	3.73%	10.10%
Share of RPTs in	a. i) Purchases (Purchases with related parties)	544.44*	247.62*
	ii) Total Purchases	1,438.66*	1,131.51*
	iii) Purchases (Purchases with related parties as % of Total Purchases)	37.84%	21.88%
	b. i) Sales (Sales to related parties)	358.97*	211.23*
	ii) Total Sales	1,755.55*	1,495.90*
	iii) Sales (Sales to related parties as % of Total Sales)	20.45%	14.12%
	c. i) Loans & advances given to related parties	549.18*	493.81*
	ii) Total loans & advances	549.18*	493.81 *
	iii) Loans & advances given to related parties as % of Total loans & advances	100%	100.00%
	d. i) Investments in related parties	0.15*	0.15*
	ii) Total Investments made	5.80*	3.39*
	iii) Investments in related parties as % of Total Investments made	2.59%	4.43%

*₹ in Crores

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
	The company has a practice of regularly training farmers and dealers in various regions on various topics to create an awareness on good business practices which cover the various topics including Good Business Practices, Effectiveness of Products on Crops and Pest, How to use the products to give better yields, Health & Safety Related usage of products, Launch of New Scheme, Launch of New Products, Distribution of Awards, Update and Future Plan of Company progress.		

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board?

If Yes, provide details of the same.

Yes

Notes	The Company has established processes to identify, prevent and manage conflicts of interest involving Board members and senior management. As per the Code of Conduct, Directors are required to disclose their interests and abstain from discussions and decision-making in matters where a conflict exists. Directors and senior management provide periodic declarations of their interests in accordance with the Companies Act, 2013. The Company ensures that all related party transactions are undertaken with requisite approvals and in compliance with applicable laws.
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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)	PY (2024-25)	Details of improvements in environmental and social impacts
R&D	0.43%	1.60%	- Productivity of Profenophos is increased by achieving standard Yield, reduced BCT and quality improvements in Profenophos. - In-house Profenofos Key raw material (n-PBr) developed and established at Commercial level to reduced Bromine recovery so energy and effluent reduction. - New products (Propaquizafop, BPS and PRDN) developed and established at commercial level Portfolio of product increase in group level. - Ethion product purity Improved and established at commercial. - MPBD quality improvement by 7%. - Productivity improvement in IR-TRANSCMA. - Reduced aqueous effluent generation in Bifenthrin by 40% and yield improvement.
Capex	0.00%	0.00%	NA.

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

No. The Company has not established a formal sustainable sourcing policy. However, it considers sustainability aspects in supplier selection and evaluation, including compliance with applicable laws, environmental and social standards, health and safety practices, and relevant ISO certifications (ISO 9001, ISO 14001, etc.). The Company also periodically reviews its procurement practices to ensure responsible sourcing.

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

Not Applicable

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)	Plastic waste is sent to GPCB Approved recycler.
(b) E-waste	E-waste records are maintained & sent to GPCB Registered E-Waste supplier.
(c) Hazardous waste	All generated hazardous waste has been sent to a Recycler , Preprocessor and landfill site authorize by the GPCB.
(d) Other waste	It is given to the local scrap vendor i.e. MS waste, SS waste.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Yes Waste Collection Plan as well as Data is regularly submitted to Pollution Control Boards.
If not, provide steps taken to address the same.	Not Applicable

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)?**

No

If yes, provide details

Not Applicable

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

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products/services

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
NIL			

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).

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2025-26)	PY (2024-25)
Nil			

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:

Particulars	FY (2025-26)			PY (2024-25)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	7.96	-	-	25.18	-
E waste	-	-	-	-	-	-
Hazardous waste	-	-	185.455	-	-	320.41
Other waste	-	-	-	-	1.75	-

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
Nil		

Notes:

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	860	860	100%	232	26.56%	-	-	0	0.00%	0	0.00%
Female	21	21	100%	2	9.52%	21	100%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	881	881	100.00%	234	26.56%	21	2.38%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	2	2	100.00%	0	0.00%	-	-	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	-	-	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	Total (A)	% of workers covered by									
		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	313	313	100.00%	313	100.00%	-	-	0	0.00%	0	0.00%
Female	1	1	100.00%	1	100.00%	1	100.00%	-	-	0	0.00%

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

Category	Total (A)	% of workers covered by									
		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)
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	314	314	100.00%	314	100.00%	1	0.32%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	578	578	100.00%	578	100.00%	-	-	0	0.00%	0	0.00%
Female	22	22	100.00%	22	100.00%	22	100.00%	-		0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	600	600	100.00%	600	100.00%	22	3.67%	0	0.00%	0	0.00%

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

Particulars	FY (2025-26)	PY (2024-25)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	7.59*	6.93*
ii) Total revenue of the company	1,755.55*	1,495.90*
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.43%	0.46%

*₹ In Crores

2. Details of retirement benefits

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

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?	Yes. The Company has put up ramps, lifts, and handrails for stairwells at all of its locations, including its offices and other premises, to make it easier for people with disabilities to go about. Thus, Company's premises has been made access friendly.
If not, whether any steps are being taken by the entity in this regard.	Not Applicable

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes The Company has an Equal Opportunity/Anti-Discrimination Policy aligned with applicable laws, including the Rights of Persons with Disabilities Act, 2016. The policy prohibits discrimination on the basis of gender, age, race, religion, nationality, disability and other protected categories, and promotes a fair, inclusive and harassment-free workplace. Employees are encouraged to report any instances of discrimination, and appropriate action is taken in accordance with the policy.

If so, provide a web-link to the policy

<https://heranba.com/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has a formal Grievance Redressal Policy that provides a structured mechanism for addressing employee concerns in a fair and timely manner. The process includes escalation from immediate supervisor to higher management, including HR and Director level, if required. The policy can be access at https://heranba.com/
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Benefits	FY (2025-26)			PY (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	881	0	-	556	0	-
Male	860	0	-	537	0	-
Female	21	0	-	19	0	-
Other	0	0	-	0	0	-
Total Permanent Workers	314	0	-	311	0	-
Male	313	0	-	310	0	-
Female	1	0	-	1	0	-
Other	0	0	-	0	0	-

8. Details of training given to employees and workers:

Category	FY (2025-26)					PY (2024-25)				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	862	629	72.97%	91	10.56%	539	444	82.37%	85	15.77%
Female	21	5	23.81%	5	23.81%	19	1	5.26%	8	42.11%
Other	0	0	0.00%	0	0.00%	0	-	-	-	-
Total	883	634	71.80%	96	10.87%	556	445	79.75%	93	16.67%
Workers										
Male	891	891	100.00%	0	0.00%	1009	982	97.32%	-	-
Female	23	23	100.00%	0	0.00%	21	6	28.57%	-	-
Other	0	0	0.00%	0	0.00%	0	0	-	-	-
Total	914	914	100.00%	0	0.00%	1030	988	95.92 %	0	0

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

Benefits	FY (2025-26)			PY (2024-25)		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E/D)
Employees						
Male	862	860	99.77%	539	539	100%
Female	21	21	100.00%	19	19	100%
Other	0	0	0.00%	0	0	100%
Total	883	881	99.77%	558	558	100%
Workers						
Male	891	891	100.00%	1,009	1,009	100%
Female	23	23	100.00%	21	21	100%
Other	0	0	0.00%	0	0	100%
Total	914	914	100.00%	1,030	1,030	100%

10. Health and safety management system:

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

Yes.

If yes, the coverage such system?

Heranba places a high priority on preserving and enhancing the health and safety of its employees. Employee workplace safety is the cornerstone of the company's sustainability approach. The company has put in place thorough compliance measures at all touch points to ensure everyone's safety.

All manufacturing facilities, offices are covered by the Safety & Health Management system, which also ensures the protection of the environment, the health

and safety of all employees, contractors, visitors, and other important stakeholders. The Company has also adopted a BRSR policy for environmental protection, health, and safety, which is available on <https://heranba.com/>

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

Heranba has a risk management system to carry out the evaluation of work-related hazards and risks for all routine and non-routine operations carried out at any site. The management identify hazards and risks after consulting with safety specialists. To get rid of the risks and hazards identified, a mitigation strategy which involves evacuating the employees and other occupants in the event of an emergency are offered.

The employees and workers also provided with protective gear wherever required. In case of any emergency, the following facilities are available:

- Well-equipped OHC with 24x7 male nurse available
- Well-equipped Ambulance with trained Driver cum mechanic 24X7 available.
- Appointed Factory Medical Officer (FMO).
- First Aid Treatment available in OHC.
- First Aid Boxes provided & maintained.

- Mutual Aid facility of Ambulance available with Local Association.
- Agreement with outside hospital for emergency treatment as Mutual Aid.
- Periodic medical check-up.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?

Yes.

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes.

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

Safety Incident/Number	Category*	FY (2025-26)	PY (2024-25)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

At Heranba, we believe that keeping everyone safe—including our employees, our guests, and the general public—is essential to our long-term success. We continue to believe that having a safe and healthy workplace is both a legal requirement and a basic human right. As part of our sustainability vision, we have set the aim of achieving "Zero Harm" and zero reportable injuries across all of our operations.

The following are some of the mitigating strategies to avoid or lessen severe consequences on occupational health and safety:

- Providing and maintaining up to date fire detection, alarm, and suppression systems;
- Providing a Safety training to all company employees and contract workers.
- Conducting routine site reviews, inspections, and audits to gauge readiness for safety;
- Regular simulations of both fire and medical emergencies.
- Regular training on occupational health & safety training to sensitize employees on occupational health & safety.
- Regular medical check-up facility available every week.
- Mutual Aid facility of Ambulance is available through connection with Local association.
- Oxygen cylinder kit available for emergency purpose.

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

Particulars	FY (2025-26)			PY (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	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

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

In all of its locations, Heranba keeps track on accident rates. The strong commitment of management and employees to maintain a safe workplace by following the Company's established management approach and adopting a health and safety-first mentality in the performance of duties is credited with the overall reduction in health and safety incidents.

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

(A) Employees (Y/N)	Yes
(B) Workers (Y/N).	Yes

Heranba has a compensation policy in place for its employees and permanent workers and does provide aid in the event of a tragic incident, such as a death.

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 verifies compliance with statutory dues by value chain partners as part of its invoice processing and vendor management processes. Contractors are required to submit relevant compliance documents, and periodic audits are conducted to ensure adherence to applicable statutory requirements.

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)	PY (2024-25)	FY (2025-26)	PY (2024-25)
Employees	0	0	0	0
Workers	0	0	0	0

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

No

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	-
Working Conditions	-

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

The Company conducts periodic EHS, system and regulatory audits of value chain partners, including suppliers and warehouses. Based on these assessments, corrective and preventive actions are identified and regularly monitored to ensure timely implementation and compliance.

Notes

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 identifies key stakeholder groups based on their impact on and influence over its operations and overall business performance. Key stakeholders include employees, shareholders, customers, suppliers, vendors, communities, business partners, Dealer/Distributors, Lenders and government authorities. The Company engages with these stakeholders to understand their expectations and to support informed decision-making and long-term strategy development.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Whether identified as Vulnerable & Marginalized Group	Details of Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	AGM, investor meetings, emails, stock exchange filings, annual report, quarterly results, website	Ongoing	To communicate financial performance, address investor queries and discuss business outlook
2	Customers	No	Website, customer interactions, plant visits, dealer meets, surveys, conferences, helpdesk	Ongoing	To ensure product quality, customer satisfaction, after-sales support and promote safe use of products
3	Government and Regulatory Bodies	No	Emails, meetings, industry forums, regulatory portals, submissions	Ongoing	Regulatory compliance, filings, licensing and policy-related matters
4	Suppliers	No	Supplier meets, workshops, emails, digital communication, joint events, assessments	Ongoing	Procurement of materials/services and promoting sustainable and compliant practices

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Whether identified as Vulnerable & Marginalized Group	Details of Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
5	Employees	No	Meetings, trainings, internal communication, surveys, portals, one-on-one interactions	Ongoing	Employee engagement, skill development, feedback and grievance resolution
6	Communities & NGO	No	Community meetings, CSR projects, partnerships, site visits, seminars	Ongoing	Community development, CSR initiatives, safety awareness and social impact programs
7	Lenders/ Financial Institutions	No	Meetings, emails, financial disclosures, compliance reports, loan documentation	Ongoing	To ensure timely servicing of obligations, compliance with covenants and maintaining transparent financial communication
8	Distributors/ Channel Partners	No	Dealer/distributor meetings, trainings, emails, digital platforms, field visits	Ongoing	Strengthening distribution network, ensuring product availability, compliance and market feedback
9	Industry Bodies/ Associations	No	Industry forums, memberships, conferences, seminars, consultations	Ongoing	Policy advocacy, knowledge sharing, industry collaboration and regulatory updates

Leadership Indicators

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

The Company engages with key stakeholders through management-level interactions, including meetings, surveys and operational engagements, to understand economic, environmental and social concerns. Feedback from these interactions is reviewed by senior management and appropriately communicated to the Board, enabling informed decision-making and strategic oversight.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

Yes

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.

The Company uses stakeholder consultations to identify and manage environmental and social issues. Inputs gathered through regular interactions—such as meetings, surveys and engagements—are considered in understanding stakeholder concerns and expectations. These insights support the development and refinement of the Company's policies, operational practices and sustainability initiatives.

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

The Company engages with vulnerable and marginalized communities primarily through its CSR initiatives, which are designed to address their social and developmental needs. Based on such engagements, the Company undertakes focused interventions in areas such as community development, livelihood support, healthcare, education and environmental sustainability. Further details are provided in the CSR section of the Annual Report.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY (2025-26)			PY (2024-25)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	881	90	10.22%	556	95	17.09
Other than permanent	2	0	0.00%	2	0	-
Total Employees	883	90	10.19%	558	95	17.03
Workers						
Permanent	314	70	22.29%	311	200	64.31
Other than permanent	600	81	13.50%	719	100	13.91
Total Workers	914	151	16.52%	1,030	300	29.13

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

Category	FY (2025-26)					PY (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:	881	0	0.00%	881	100.00%	556	0	-	556	100%
Male	860	0	0.00%	860	100.00%	537	0	-	537	100%
Female	21	0	0.00%	21	100.00%	19	0	-	19	100%
Other	0	0	0.00%	0	0.00%	0	0	-	0	100%
Other than Permanent:	2	0	0.00%	2	100.00%	2	0	-	2	100%
Male	2	0	0.00%	2	100.00%	2	0	-	2	100%
Female	0	0	0.00%	0	0.00%	0	0	-	0	-
Other	0	0	0.00%	0	0.00%	0	0	-	0	-
Workers										
Permanent:	314	0	0.00%	314	100.00%	311	0	-	311	100%
Male	313	0	0.00%	313	100.00%	310	0	-	310	100%
Female	1	0	0.00%	1	100.00%	1	0	-	1	100%
Other	0	0	0.00%	0	0.00%	0	0	-	0	100%
Other than Permanent:	600	0	0.00%	600	100.00%	719	0	-	719	100%
Male	578	0	0.00%	578	100.00%	699	0	-	699	100%
Female	22	0	0.00%	22	100.00%	20	0	-	20	100%
Other	0	0	0.00%	0	0.00%	0	0	-	0	100%

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

a. Median remuneration/wages:

Benefits	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4	33,00,000	0	0	0	0
Key Managerial Personnel	2	28,00,000	0	0	0	0
Employees other than BoD and KMP	856	3,03,700	21	9,52,719	0	0
Workers	891	2,56,000	23	28,20,000	0	0

Independent Directors are paid sitting fees.

b. Gross wages paid to females:

Particulars	FY (2025-26)	PY (2024-25)
Gross wages paid to females	2.00*	1.81*
Total wages	74.07*	73.39*
Gross wages paid to females (Gross wages paid to females as % of total wages)	2.71%	2.47%

* ₹ In Crores.

4. Do you have a focal point (Individual/Committee) responsible for addressing human right impacts or issues caused or contributed to by the business?

Yes

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

The Company has established mechanisms to address human rights-related grievances through its Human Rights Policy and Grievance Redressal framework. Employees and associates can report concerns to line management or through defined internal channels without fear of retaliation. Reported grievances are reviewed and addressed through appropriate escalation, management oversight and corrective actions. The Company is committed to protecting the rights of employees, contractors, suppliers and communities in line with applicable laws and standards. The policy is available at: <https://heranba.com/>

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

	FY (2025-26)			PY (2024-25)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY (2025-26)	PY (2024-25)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	40	40
iii) Complaints on POSH as a % of female employees/workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company has established multiple mechanisms to prevent adverse consequences to complainants in cases of discrimination and harassment. These include the Anti-Discrimination Policy, POSH Policy, Whistle-blower Policy and Grievance Redressal framework. An Internal Committee (IC) has been constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to address complaints in a fair and confidential manner. The Company follows a strict non-retaliation policy and ensures that complainants and whistle-blowers are protected against victimization, harassment or any adverse action, thereby promoting a safe and secure reporting environment.

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

No

10. Assessments for the year:

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

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

Not Applicable

Leadership Indicators

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

No human rights grievances were reported during the reporting period; accordingly, no business process modifications were required.

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

The Company is committed to upholding human rights standards across its operations. While formal human rights due diligence is evolving, the Company monitors compliance through its internal policies and supplier evaluations and aims to strengthen due diligence processes across its value chain.

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

Yes

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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	NIL
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.

Not Applicable, as no significant risks or concerns were identified from the assessments conducted.

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:

Whether total energy consumption and energy intensity is applicable to the company?

Yes

Particulars	FY (2025-26)	PY (2024-25)
Revenue from operations (in ₹)	17555538311.95	14958984398.35

Parameter	Units	FY (2025-26)	PY (2024-25)
From renewable sources			
Total electricity consumption (A)	Kilojoule (KJ)	128164860.00	512172000.00
Total fuel consumption (B)	Kilojoule (KJ)	0.00	0.00
Energy consumption through other sources (C)	Kilojoule (KJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Kilojoule (KJ)	128164860.00	512172000.00
From non-renewable sources			
Total electricity consumption (D)	Kilojoule (KJ)	160061511600.00	109455260400.00
Total fuel consumption (E)	Kilojoule (KJ)	261792000.00	4601847003.00
Energy consumption through other sources (F)	Kilojoule (KJ)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	Kilojoule (KJ)	160323303600.00	114057107403.00
Total energy consumed (A+B+C+D+E+F)	Kilojoule (KJ)	160451468460.00	114569279403.00
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	Kilojoule (KJ)/₹	9.13	7.65
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	Kilojoule (KJ)/₹	188.83	156.10
Energy intensity in terms of physical Output	Kilojoule (KJ)	6522417.41	3401701.00
Energy intensity (optional) – the relevant metric may be selected by the entity	Kilojoule (KJ)	0.00	0.00

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

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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?

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY (2025-26)	PY (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	88741.00	102130.00
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	88741.00	102130.00
Total volume of water consumption (in kilolitres)	88741.00	102130.00
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0000050549	0.0000068273
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000104	0.000139
Water intensity in terms of physical output	3.60	3.03
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

4. Provide the following details related to water discharged:

Parameter	FY (2025-26)	PY (2024-25)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00

4. Provide the following details related to water discharged: (Contd.)

Parameter	FY (2025-26)	PY (2024-25)
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	15021.00	21424.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	15021.00	21424.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	15021.00	21424.00

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

Yes

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

5. Has the entity implemented a mechanism for Zero Liquid Discharge? No

If yes, provide details of its coverage and implementation.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

Parameter	Please specify unit	FY (2025-26)	PY (2024-25)
NOx	Parts Per Million (PPM)	23.00	12.00
SOx	Parts Per Million (PPM)	35.00	27.00
Particulate matter (PM)	mg/Nm3	85.00	83.00
Persistent organic pollutants (POP)	Kilotonne	0.00	0.00
Volatile organic compounds (VOC)	Parts Per Million (PPM)	7.50	6.30
Hazardous air pollutants (HAP)	Kilotonne	0.00	0.00
Others – please specify	Kilotonne	0.00	0.00

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

Yes

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

Parameter	Unit	FY (2025-26)	PY (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)	MtCO ₂ e	27478.00	25200.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	MtCO ₂ e/₹	0.0000015652	0.0000016846
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	MtCO ₂ e/₹	0.000032	0.000034
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e	1.12	0.75
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes

If yes, name of the external agency.

Kalpatri Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/No)

Yes

If Yes, then provide details.

The Company has undertaken initiatives to reduce greenhouse gas (GHG) emissions as part of its environmental sustainability efforts. These include improving energy efficiency across operations, optimizing processes to reduce energy consumption, and implementing renewable energy solutions such as solar power installations.

The Company has also adopted waste reduction measures, contributing to lower emissions and supporting its long-term objective of reducing its carbon footprint and managing climate-related risks.

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

Parameter	FY (2025-26)	PY (2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	24.96	25.18
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	7.94	1.75

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

Parameter	FY (2025-26)	PY (2024-25)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G + H)	32.90	26.93
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000000019	0.0000000018
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000000039	0.0000000037
Waste intensity in terms of physical output	0.001337	0.000799
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7.94	1.75
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	183.71
(ii) Landfilling	155.61	166.11
(iii) Other disposal operations	29.845	0.00
Total	185.455	349.82

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

Yes

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

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 follows structured waste management practices based on the principles of reduce, reuse and recycle (3R). Efforts are made to recycle and reuse materials within operations to minimise waste generation and reduce landfill disposal.

Waste is managed in compliance with applicable regulatory requirements. Effluent is segregated into low and high COD streams and treated through appropriate systems, including Effluent Treatment Plant (ETP), Multi-Effect Evaporator (MEE), Stripper and ATFD, in line with Pollution Control Board norms.

Hazardous waste is handled, stored, transported and disposed of in accordance with regulatory guidelines. The Company has also installed an Online Continuous Environmental Monitoring System (OCEMS), integrated with regulatory authorities, to ensure continuous monitoring and compliance.

Additionally, the Company undertakes measures to optimise processes and reduce the use and impact of hazardous and toxic materials, thereby supporting sustainable operations.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
Not Applicable as our plants are located in Notified Industrial Area such as GIDC.				

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

Sr. No.	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
NIL						

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Not Applicable

Leadership Indicators

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

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

Sr. No.	Particulars	FY (2025-26)	PY (2024-25)
1	Name of the area	Vapi & Sarigam	Vapi & Sarigam
2	Nature of operations	Manufacture of Agrochemical products & Formulations	Manufacture of Agrochemical products & Formulations
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter		
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	0.00	0.00
	(ii) Groundwater	0.00	0.00
	(iii) Third party water	88741.00	102130.00
	(iv) Seawater/desalinated water	0.00	0.00
	(v) Others	0.00	0.00
	Total volume of water withdrawal (in kilolitres)	88741	102130
	Total volume of water consumption (in kilolitres)	88741.00	102130.00
	Water intensity per rupee of turnover (Water consumed/turnover)	0.0000051	0.0000068
	Water intensity (optional) – the relevant metric may be selected by the entity	0.0000051	0.0000068

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

Sr. No.	Particulars	FY (2025-26)	PY (2024-25)
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) Into Surface water	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(ii) Into Groundwater	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(iii) Into Seawater	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(iv) Sent to third-parties	15021	21424
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	15021.00	21424.00
	(v) Others	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	Total water discharged (in kilolitres)	15021	21424

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

Yes

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements

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

Whether total Scope 3 emissions & its intensity is applicable to the company?

Yes

Parameter	Unit	FY (2025-26)	PY (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)	MtCO ₂ e	0.00	0.00
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e/₹	0.00	0.00
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO ₂ e	0.00	0.00

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

Yes

If yes, name of the external agency.

Kalpatru Pollution Control Sch-II Environmental Auditor & Naik Associates, two approved external agencies, have performed environmental Audit & safety audits in accordance with requirements.

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's operations are located in notified industrial areas (GIDC) and do not fall within or in proximity to ecologically sensitive areas. Accordingly, there are no significant direct or indirect impacts on biodiversity requiring specific mitigation or remediation measures.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
NIL				

5. Does the entity have a business continuity and disaster management plan? (Yes/No/NA)

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

The Company has a Business Continuity and Disaster Management framework in place to ensure continuity of critical operations during disruptions.

The plan includes site-specific emergency response procedures for various risk scenarios, designated emergency response teams (including incident control, firefighting, first aid and communication), defined roles and responsibilities, and coordination with external agencies such as hospitals and regulatory authorities.

Emergency plans are periodically reviewed and updated, supported by regular safety audits and compliance monitoring to ensure preparedness and effective response.

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 have been reported during the reporting period. However, the Company undertakes awareness and training programmes for farmers and other stakeholders to promote the safe handling, usage and disposal of agrochemical products, thereby minimising potential environmental risks.

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

8. How many Green Credits have been generated or procured (Optional):

- | | |
|----|--|
| a. | By the listed entity (Answer must be in Whole Number Only.) |
| b. | By the top ten (in terms of value of purchases and sales, respectively) value chain partners (Answer must be in Whole Number Only.) |

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.

6

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National/International)
1	Bombay Chamber of Commerce and Industry	State
2	Crop Care Federation of India	National
3	Pesticides Manufacturers & Formulators Association of India	National
4	CHEMEXCIL – Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
5	Hindustan Pesticides Manufacturer's Association	National
6	Indian Bunts Chamber of Commerce & Industry	National

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
The Company states that it has not received any adverse orders or directives from regulatory authorities concerning anti-competitive conduct during the reporting period. Accordingly, no corrective actions were required or undertaken.			

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	Web Link, if available
NIL					

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.

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
No Social Impact Assessments (SIA) were undertaken during the current financial 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:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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The Company states that there are no projects for which Rehabilitation and Resettlement (R&R) activities are currently being undertaken.

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

The Company has established a Grievance Redressal Mechanism (GRM) to maintain strong engagement with the community and support its community initiatives. As part of this mechanism, local staff regularly visit nearby areas and interact with residents to understand and address any concerns or grievances. Based on these ongoing interactions, the Company is currently not aware of any specific community grievances.

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

Parameter	FY (2025-26)	PY (2024-25)
Directly sourced from MSMEs/small producers	19.58%	14.33%
Sourced directly from within the district and neighboring districts	60.23%	72.75%

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

Parameter	FY (2025-26)	PY (2024-25)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0	0
ii) Total Wage Cost	74.07*	73.39*
iii) % of Job creation in Rural areas	0	0.00%
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	0	
ii) Total Wage Cost	74.07*	73.39*
iii) % of Job creation in Semi-Urban areas	0	0.00%
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	30.99*	41.74*
ii) Total Wage Cost	74.07*	73.39*
iii) % of Job creation in Urban areas	41.84%	56.88%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	43.08*	31.64*
ii) Total Wage Cost	74.07*	73.39*
iii) % of Job creation in Metropolitan area	58.16%	43.12%

*₹ in Crores

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):

Sr. No.	Details of negative social impact identified	Corrective action taken
	Not Applicable	

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

Sr.No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken CSR projects in aspirational districts during the reporting period.			

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

No

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

Not Applicable

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

Not Applicable

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

Sr.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
				Nil

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.

Sr.No.	Name of authority	Brief of the Case	Corrective action taken
			Nil

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
The Company undertakes CSR activities through implementing agencies registered with the Ministry of Corporate Affairs. While these projects benefit various communities, beneficiary-level data is maintained by the implementing agencies and is not currently available in the prescribed format with the Company.			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company has a defined mechanism for receiving and addressing customer complaints and feedback, with processes in place to ensure timely and effective resolution based on the severity of complaints. Customers can raise concerns through designated channels, including email at sales@heranba.com. Feedback is regularly reviewed and used to enhance product quality, service delivery and overall customer satisfaction.

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)			PY (2024-25)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy?

No. The Company does not have a formal cybersecurity or data privacy policy/framework. However, it has implemented foundational IT security measures such as firewall protection, access controls and data backup systems to safeguard information assets. The Company is in the process of strengthening its cybersecurity framework in line with evolving business and regulatory requirements.

If available, provide a web-link of the policy

Not Applicable

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.

No instances were reported during the reporting period relating to advertising, delivery of essential services, cybersecurity and data privacy of customers, product recalls, or any penalties/actions taken by regulatory authorities on product safety. Accordingly, no corrective actions were required.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	0

Leadership Indicators

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

Information relating to the Company's products and services is available on its official website at <https://heranba.com/>

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

The Company ensures that comprehensive usage and safety instructions are provided on product packaging and labels in accordance with applicable regulatory requirements. In addition, the Company conducts regular awareness and training programmes for farmers and end-users to promote safe, responsible and effective use of agrochemical products. These initiatives focus on proper dosage, handling, storage and application practices to enhance product efficacy while minimizing potential risks to health and the environment.

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

Not Applicable. The Company primarily deals in manufacturing and sale of agrochemical products and does not provide essential services that may face disruption or discontinuation. However, the Company maintains regular communication with its distributors and customers to ensure availability of products and timely updates, if required.

4. Does the entity display product information on the product over and above what is mandated as per local laws?

No. The Company displays product information strictly in accordance with applicable regulatory requirements.

If yes, provide details in brief.

Not Applicable

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. The Company conducts customer feedback and satisfaction assessments through regular interactions with customers, distributors and channel partners. The insights gathered from these engagements are used to improve product quality, service delivery and overall customer experience.