Ref: SECT: STOC: 63-26
June 25, 2026

To
The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

Scrip Code: 519552

To
The Manager,
Listing Department,
National Stock Exchange of India Limited
Exchange Plaza, C-1, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai – 400 051

Scrip Code: HERITGFOOD

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

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which forms part of the 34th Annual Report for the financial year 2025-26.

Kindly take the same on record and display the same on the website of your exchange.

Thanks & Regards,

For **HERITAGE FOODS LIMITED**

Umakanta Barik
Digitally signed by Umakanta Barik
Date: 2026.06.25 15:17:59 +05'30'

UMAKANTA BARIK
Company Secretary & Compliance Officer
M. No: FCS-6317

Encl: a/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L15209TG1992PLC014332
2.	**Name of the Listed Entity**	Heritage Foods Limited
3.	**Year of incorporation**	05-06-1992
4.	**Registered office address**	H.No.8-2-293/82/A/1286, Plot No: 1286, Road No. 1 & 65, Jubilee Hills, Hyderabad, Telangana - 500033, India
5.	**Corporate address**	H.No.8-2-293/82/A/1286, Plot No: 1286, Road No. 1 & 65, Jubilee Hills, Hyderabad, Telangana - 500033, India
6.	**E-mail**	hfl@heritagefoods.in
7.	**Telephone**	040-23391221
8.	**Website**	www.heritagefoods.in
9.	**Financial year for which reporting is being done**	2025-2026
10.	**Name of the Stock Exchange(s) where shares are listed**	1. BSE Limited, Mumbai 2. National Stock Exchange of India Limited, Mumbai
11.	**Paid-up Capital**	INR 46,39,80,000
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. Umakanta Barik Company Secretary & Compliance officer Tel: 040-23391221, 23391222 Email: umakanta@heritagefoods.in
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).**	Standalone Basis
14.	**Name of assurance provider**	M/s. Grant Thornton Bharat LLP ID: AAA-7677
15.	**Type of assurance obtained**	The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures, demonstrating its commitment to transparency, accountability and credible ESG reporting

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Processing, Manufacturing and sales	Milk procurement, processing and manufacturing of value-added dairy products for selling	99.98%

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	Dairy (Milk procurement, processing, manufacturing of value-added dairy products)	1,050	99.98%

III. Operations

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

Location	Number of plants	Supporting Operational Units	Number of Offices	Total
National	15	190	88	**293**
International	Nil	Nil	Nil	**Nil**

Plant Means: Processing and Packing stations

Supporting Operational Units: Chilling Centre, Mini Chilling Unit, Bulk Cooler, Ice Plant

Offices Includes: Registered Office, Regional Office and Sales Offices

19. **Markets served by the entity:**

a. **Number of locations**

Locations	Number
National (No. of States)	13
International (No. of Countries)	0

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

0.13%

c. **A brief on types of customers**

Heritage Foods Limited operates in the dairy sector, with a diverse consumer outreach spanning nearly 1.5 million households, as well as various business entities and platforms. The Company engages with consumers through multiple channels, including modern retail formats, e-commerce platforms, quick-commerce networks, Heritage franchise Parlours, Happiness Centres (franchise) and General trade outlets ensuring seamless access to its products.

Its extensive network of distributors, dealers, and franchise partners plays a vital role in expanding market reach and efficiently bridging the gap between the Company's offerings and retailers. Strategically located retail outlets further serve as key consumer touchpoints, enhancing product accessibility and customer engagement.

Through this integrated distribution and engagement model, the Company serves over 10 million consumers daily, thereby strengthening its market presence, deepening consumer engagement and reinforcing brand loyalty

IV. Employees

20. **Details as at the end of the 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)	3317	3236	97.56%	81	2.44%
2.	Other than Permanent (E)	10	10	100.00%	0	0.00%
3.	**Total employees (D + E)**	3327	3246	97.57%	81	2.43%
WORKERS						
1.	Permanent (F)	0	0	0.00%	0	0.00%
2.	Other than Permanent (G)	3140	2239	71.31%	901	28.69%
3.	**Total Worker (F + G)**	3140	2239	71.31%	901	28.69%

b. **Differently abled employees and workers:**

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

21. **Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	3	50.00%
Key Management Personnel	6	2	33.33%

22. **Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employee	18.03%	9.15%	**19.11%**	16.39%	15.28%	**16.73%**	18.84%	15.38%	**19.13%**
Permanent Workers	0	0	**0**	0	0	**0**	0	0	**0**

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)	Include 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	Heritage Nutrivet Limited	Wholly Owned Subsidiary	100%	No. Yet the subsidiary follows best ESG practices and has a business model focused on supporting the sustainability of dairy farmers, while spreading awareness among farmers about sustainable practices.
2	Skil Raigam Power (India) Limited	Associate	43.33%	No. Though the company was incorporated with the objective of creating renewable energy infrastructure. Presently the company is in dormant status.
3	Peanutbutter and Jelly Limited	Subsidiary	51%	No. Follows a responsible manufacturing and operational practices
4	Heritage Novandie Foods Limited	Subsidiary	94.40%	No. Follows a responsible manufacturing and operational practices

VI. CSR Details

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

(ii) Turnover: ₹ 44150.65 Million

(iii) Net worth: ₹ 10638.02 Million

For the financial year 2025–26, the Company's CSR obligation was ₹ 34.36 million. During FY 2024–25, the Company had incurred an excess CSR expenditure of ₹ 21.78 million over and above the prescribed requirement, which is eligible to be carried forward and set off against the CSR obligation for subsequent financial years, including FY 2025–26, in accordance with Rule 7(3) of the Companies (Corporate Social Responsibility Policy) Rules, 2014.

Accordingly, after adjusting the aforesaid excess amount, the net CSR obligation for FY 2025–26 stood at ₹12.58 million.

Out of this, the Company has spent ₹ 2.58 million towards the on-going construction of a blood bank centre at Vijayawada under the healthcare initiative of "Promoting health care including preventive healthcare, through the Implementing Partner M/s. NTR Trust.

The remaining unspent amount of ₹ 10.00 million, pertaining to rural development initiatives under an on-going /multi-year project has been transferred to the "HFL Unspent Corporate Social Responsibility Account for On-going/Multiyear Project for FY 2025–26.

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026			FY 2025		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The Company has Stakeholder Engagement Policy which provides for Grievance Redressal Mechanism. Web Link: https://www.heritagefoods.in/uploads/investors/pdf/174290269258-HFL-Stakeholder-Engagement-Policy.pdf . Accordingly company has provided the web page: https://www.heritagefoods.in/contact-usAnd E-mail ID hfl@heritagefoods.in for Grievance Redressal for communities	0	0		0	0	
Investors (other than shareholders)	Yes, The Company has Stakeholder Engagement Policy which provides for Grievance Redressal Mechanism. Web Link: https://www.heritagefoods.in/uploads/investors/pdf/174290269258-HFL-Stakeholder-Engagement-Policy.pdf .	0	0	No complaints or grievances have been received so far under any of the principles of the NGRBC.	0	0	No complaints or grievances have been received so far under any of the principles of the NGRBC.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026			FY 2025		
		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
	Accordingly company has provided the web page: https://www.heritagefoods.in/contact-us And E-mail ID hfl@heritagefoods.in for Grievance Redressal for communities						
Shareholders	Yes, The Company has a formal grievance redressal mechanism in place; details are available at https://www.heritagefoods.in/investorgrievance Shareholdes may also raise grievances via email at umakanta@heritagefoods.in	3	0		0	0	
Employees and workers	Yes. The Company has a grievance redressal mechanism for employees and workers through the HR Department via designated email channels and the Zoho People application. The Company has established a Whistle Blower Policy (Vigil Mechanism) enabling employees and workers to report unethical practices or misconducts. https://www.heritagefoods.in/uploads/investors/pdf/17339091449Whislte_Blowers_Policy.pdf The Company has Policy on Prevention of Sexual Harassment (POSH) of Women at the Workplace which covers complaint/grievances falling under the POSH Act. Web Link: https://www.heritagefoods.in/uploads/investors/pdf/15579000603anti-sexual-harassment-policy.pdf	0	0	-	0	0	
Customers	Yes, The Company has Stakeholder Engagement Policy which provides for Grievance Redressal Mechanism. Web Link: https://www.heritagefoods.in/uploads/investors/pdf/174290269258-HFL-Stakeholder-Engagement-Policy.pdf . Accordingly the Company has provided forDedicated email customercare@heritagefoods.inand helplineTollfree no 1-800-425-2931 for Customer Grivance Redressal.	1019	0	-	944	0	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026			FY 2025		Remarks
		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	
Value Chain Partners	Yes, The Company has Stakeholder Engagement Policy which provides for Grievance Redressal Mechanism. Web Link: https://www.heritagefoods.in/uploads/investors/pdf/174290269258-HFL-Stakeholder-Engagement-Policy.pdf . Accordingly company has provided the web page: https://www.heritagefoods.in/contact-us And E-mail ID hfl@heritagefoods.in for Grievance Redressal for communities	0	0	-	0	0	

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Raw Milk Sourcing	Risk	The Company's raw materials are crucial to the kind of products it manufactures. These raw materials are specific to certain geographies. The changing climatic conditions may pose a risk to the availability of these raw materials. Factors contributing to increased costs include excess wait time and detention costs, overpaying some hauliers while underpaying others (resulting in hauler consolidation and higher rates), running outmoded, small, high maintenance equipment, excess intake time and labour and moving milk and milk products further than necessary	The Company continues to strengthen its milk procurement network across multiple geographies, deepen engagement with farmers and procurement partners, and improve milk collection, chilling and quality assurance infrastructure. Route optimisation, procurement planning, intake benchmarking, data analytics and cold chain efficiency measures are being used to reduce logistics inefficiencies and improve supply reliability. The company organises Farmer outreach programme regularly for not only creating awareness aforthe dairy farmers but establishing continued long term business relationship with the farmers community which is beneficial to the company and the farmers.	Negative – Volatility in milk availability or procurement prices may increase raw material and logistics costs and affect margins, particularly if cost increases cannot be fully passed on to consumers.
2	Supply Chain Management	Opportunity	A resilient supply chain is critical for a dairy business due to the perishable nature of products, cold chain requirements and the need for timely delivery to markets. A strong supply chain helps the Company maintain continuity, product freshness, service levels and market responsiveness.	The Company is strengthening its procurement, production, warehousing, cold chain and distribution systems. Business continuity planning, route planning, logistics optimisation, inventory controls and risk management measures are being used to improve supply chain resilience and efficiency.	Positive – Improved supply chain efficiency can support better product availability, lower wastage, stronger cost control, improved customer service and long-term business continuity.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Governance	Opportunity	Strong governance provides the foundation for responsible business conduct, regulatory compliance, stakeholder confidence and effective decision-making. For a consumer-facing food and dairy company, transparent systems and ethical practices support business credibility and long-term value creation.	The Company has established governance structures, policies and oversight mechanisms to guide responsible conduct across operations. Leadership oversight, internal controls, compliance systems, risk management practices and business responsibility policies support ethical and accountable business operations.	Positive – Strong governance can enhance stakeholder trust, improve operating discipline, reduce compliance risks and support sustainable long-term business performance
4	Human Rights	Risk	Human rights-related expectations and regulatory requirements are increasing across value chains. In a business involving employees, workers, farmers, suppliers, transporters and other partners, gaps in human rights due diligence may expose the Company to compliance, reputational and operational risks	The Company has embedded human rights principles within its Business Responsibility policies. It endeavours to prevent discrimination, forced labour, child labour, harassment and other human rights violations across its operations and business relationships. Awareness, grievance mechanisms, supplier engagement and due diligence processes are being strengthened	Negative – Non-compliance or adverse human rights incidents may result in reputational impact, regulatory action, business disruption or additional compliance costs. Investment in due diligence and awareness may involve costs but helps reduce long-term risk.
5	Occupational Health and Safety	Risk	Employee and worker health and safety is material to uninterrupted operations, productivity and workforce well-being. Safety incidents may lead to injuries, downtime, absenteeism, compensation costs, regulatory scrutiny and reputational impact	The Company has implemented health, safety and environment practices across its operations. Training, safety procedures, audits, incident reporting, emergency preparedness and compliance with applicable standards are used to promote workplace safety. Employee well-being is also embedded in the Company's Business Responsibility policies.Thecompany regularly conducts training programmes for the employees and workers on health and safety.	Negative – Poor safety performance may lead to higher operating costs, compensation claims, penalties, disruption and productivity loss. Preventive investments in safety systems and training can reduce these risks over time.
6	Data Privacy and Cyber Security	Risk	The Company relies on digital systems for operations, procurement, supply chain, finance, customer engagement and business continuity. Cyber incidents, data breaches or system disruptions may affect confidential information, business operations and stakeholder trust.	The Company has implemented cyber security controls, access management, data protection measures, system monitoring and business continuity measures. Redundancy in IT infrastructure, backup systems and incident response processes are being strengthened to prevent and respond to potential cyber threats	Negative – Cyber incidents may result in business disruption, recovery costs, regulatory exposure, reputational damage and potential financial loss. The assessment and quantification of specific financial impact is an ongoing process.
7	Energy and Emissions Management	Risk and Opportunity	Dairy processing and cold chain operations are energy-intensive. Rising energy costs, climate-related expectations and the transition towards lower-carbon operations make energy and emissions management material for the Company.	The Company is guided by its energy management approach to monitor and optimise energy consumption. Initiatives may include improving energy efficiency, optimising utilities, adopting efficient equipment, exploring renewable energy where feasible and reducing emissions intensity across operations. The Company adheres to the Environmental and Pollution Control Board guidelines/instructions.	Negative – Higher energy costs, future regulatory requirements or investments in cleaner technologies may increase operating or capital costs. Positive - However, efficiency measures can yield cost savings over the medium- to long-term.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Consumer Welfare, Product Quality and Food Safety	Opportunity	Consumer trust is central to the Company's dairy business. Product quality, food safety, nutrition, affordability, responsible communication and consistent availability help strengthen brand preference and long-term customer relationships.	The Company continues to focus on quality assurance, food safety practices, product innovation, consumer feedback, responsible marketing and market engagement. Its established brand presence and distribution network support consumer access and trust. The Company has dedicated team for addressing consumer complaints. The team attaendsto any complaints within 48 hours of the complaint. The company has provided Dedicated email customercare@heritagefoods.inand helplineTollfree no 1-800-425-2931 for Customer Grivance Redressal. The toll-free number, customer care centre, and email support details are printed on product packaging, enabling customers to conveniently raise grievances, provide feedback, or seek information	Positive – Strong consumer trust and product quality can support repeat purchases, brand loyalty, market expansion and long-term revenue growth.
9	Farmer livelihood and milk sourcing resilience	Risk and Opportunity	Stable farmer relationships and consistent milk availability are critical for Heritage's dairy business.	Timely payments, quality-based procurement, farmer engagement and support for better dairy productivity. The company has been continuously organising Farmer outreach programmes, Veterinary Health Camps and training and awareness programmes for farmers on animal health care with the ultimate objective of ensuring sustainable livelihood of dairy farmers and sustainable milk sourcing	Negative impact on margins if milk supply is disrupted; positive impact through stronger sourcing stability.
10	Animal health and welfare	Risk and Opportunity	Animal health directly affects milk yield, quality and farmer income.	As stated earlier the company regularly organises Veterinary Health Camps and training and awareness programmes for farmers on animal health care with the objective of creating awareness on cattle care, hygiene, nutrition and preventive health practices for the benefit of the farmer and their animals.	Negative - Lower productivity may increase procurement costs; better animal care supports quality and supply.
11	Water stewardship and responsible water use	Risk and Opportunity	Water is essential for dairy processing and hygiene. Heritage follows responsible water usage and maintains one of the lowest water consumption levels in the industry.	The company follows a strict standard operating process for monitoring of water usage,ensuring process efficiency for minimal wastage of waterand wastewater treatment.The Company has established Efluent treatment plants of prescribed capacity for treatment of the used water. The treated water is reused for cleaning, gardening.	Positive - Efficient water use reduces operating cost and compliance risk.
12	Sustainable packaging and waste management	Risk and Opportunity	Packaging affects food safety, compliance and environmental impact.	Use compliant packaging and strengthen waste management/EPR practices.. The packaging materials, are sourced from reputed manufacturers who have embedded ESG principles into their operations. All packaging materials used are certified food-grade, ensuring safety and compliance while aligning with the company's sustainability objectives. The company has entered in to arrangement with authorised waste management agencies to ensure effective collection, recycling, and environmentally sound disposal of plastic waste.	Negative - May increase compliance cost, but improves regulatory readiness and brand trust.

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)	Yes all core elements of the NGRBCs are covered through policies								
Policy On Determination of Materiality of Events	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Archival Policy	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Subsidiary Policy	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Risk Management Policy	Yes	Yes	Yes	NA	NA	Yes	NA	NA	Yes
Business Responsibility Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Preservation Of Documents	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Board Diversity Policy	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Prevention Of Sexual Harassment	NA	NA	Yes	NA	Yes	NA	NA	NA	NA
Material Related Party Transaction Policy	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Corporate Social Resposibility Policy	NA	NA	NA	Yes	NA	NA	NA	Yes	NA
Whistleblower Policy	Yes	NA	Yes	Yes	NA	NA	NA	NA	NA
Code of Conduct & Ethics	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Code of Conduct to Monitor and Regulate Trading by Insiders	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Dividend Distribution Policy	NA	NA	NA	Yes	NA	NA	NA	NA	NA
Policy And Procedure of Inquiry in Case of Leak or Suspected Leak of UPSI	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Code Of Fair Disclosure	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Nomination And Remuneration Policy	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Code For Fair Disclosure Of UPSI	Yes	NA	NA	NA	NA	NA	NA	NA	NA
Anti-Bribery and Anti-Corruption Policy	Yes	NA	NA	NA	NA	NA	Yes	NA	NA
Cyber Security Policy	NA	NA	NA	NA	NA	NA	NA	NA	Yes
Policy On Environment and Climate Change	NA	Yes	NA	NA	NA	NA	NA	NA	NA
Product Stewardship Policy	NA	Yes	NA	NA	NA	NA	NA	NA	Yes
Supply Chain Management and Responsible Sourcing Policy	NA	Yes	Yes	Yes	Yes	Yes	NA	NA	NA
Policy On Animal Protection and Welfare (Cattle)	NA	NA	NA	NA	NA	Yes	NA	NA	NA
Health & Safety Policy	NA	Yes	Yes	NA	NA	NA	NA	NA	NA
Equal Opportunity Policy	NA	NA	Yes	NA	Yes	NA	NA	NA	NA
Policy On Human Rights, Diversity and Inclusion	NA	NA	Yes	Yes	Yes	NA	NA	NA	NA
Policy On Stakeholders' Engagement	Yes	NA	NA	NA	NA	NA	Yes	NA	NA
b. Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.heritagefoods.in/policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, The Company endeavours to extend its key policies and sustainability principles across the value chain through continuous engagement with milk producers, suppliers, distributors, and other business partners. This includes • Promoting responsible and sustainable dairy farming practices among farmers. • Creating awareness on animal welfare, hygiene, food safety, and environmental sustainability. • Encouraging suppliers and business partners to adhere to ethical business practices and regulatory compliance requirements. • Conducting regular interactions, training, and awareness programmes for value chain partners. • Supporting long-term sustainable livelihoods for dairy farmers through inclusive and responsible business practices.								
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.									
ISO 22000:2018 (Food Safety Management System)	NA	Yes	NA	NA	NA	NA	NA	NA	Yes
ISO 9001:2015 (Quality Management System)	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes	Yes
ISO 45001:2018 (Occupational Health & Safety	NA	NA	Yes	NA	NA	NA	NA	NA	NA
ISO 14001:2015 (Environmental Management System)	NA	NA	NA	NA	NA	Yes	NA	NA	NA

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
ISO 50001:2018 (Energy Management System) – (Uppal & Gokul Plants)	NA	NA	NA	NA	NA	Yes	NA	NA	NA
EIC Certificate	NA	Yes	NA	NA	NA	NA	NA	NA	NA
FSSC 22000	NA	Yes	NA	NA	NA	NA	NA	NA	NA
Agmark	NA	Yes	NA	NA	NA	NA	NA	NA	NA

5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The entity has outlined its key commitments and objectives in line with its strategic priorities. These encompass initiatives to enhance operational efficiency, advance sustainability practices, accelerate digital adoption, strengthen customer-centric approaches, and ensure compliance with applicable laws and regulations. The timelines for achieving these objectives vary based on the scope and nature of each commitment and are generally categorised into short-term (within 1 year), medium-term (within 3 years), and long-term (within 5 years) goals
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The entity regularly monitors and evaluates its progress against defined goals through structured internal performance reviews. Most targets are either achieved or progressing in line with the prescribed timelines. In cases where targets remain unmet, the underlying reasons may include macroeconomic challenges, unforeseen operational constraints, or changes in regulatory and market conditions. The entity has established continuous improvement mechanisms to identify gaps, implement corrective measures, and realign efforts, wherever necessary.

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) Refer Page No.37 message from Whole Time Director for ESG related statements	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mrs. N Bhuvaneswari - Vice Chairperson & Managing Director and Mrs. N. Brahmani - Executive Director under the guidance of the Board of Directors and its Committees. Dr. M Samba Siva Rao, Whole Time Director oversees the implementation of this Policy.
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	Yes. The Board's CSR Committee oversees the implementation of ESG strategies and monitors performance to ensure alignment with the interests of the Company's stakeholders. The Committee periodically evaluates the Company's sustainability and CSR initiatives and reviews the effectiveness of related policies and practices. In addition, the Board reviews the Company's Business Responsibility (BR) performance to ensure continuous progress, transparency, and accountability in achieving its sustainability objectives.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Committee of the Board									Annually								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1 P2 P3 P4 P5 P6 P7 P8 P9 No. However, the Company's policies, processes, and internal control mechanisms are periodically reviewed and evaluated internally to ensure their effectiveness, relevance, and alignment with the Company's operational and regulatory requirements. Necessary improvements and corrective measures are implemented from time to time based on such evaluations.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)					No				
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of directors	3	The Board of Directors were informed/oriented on the following: • Industry outlook and market developments in the dairy sector • Key operational performance and business updates • Risk management framework and mitigation strategies • Financial performance, budgets and variance analysis • Changes in Accounting standard/policies/practices • Strategic initiatives and long-term business planning • Innovation, R&D and product development initiatives • Sustainability, ESG initiatives and CSR performance • Compliance with applicable laws and updates on regulatory developments, including requirements under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 • Corporate governance matters, including Board and Committee functioning in line with SEBI guidelines **Outcome:** The Board's deliberations enabled informed decision-making, strengthened governance and regulatory compliance, and supported effective risk management, operational performance, and sustainable value creation.	100
Key Managerial Personnel	3	Industry scenarios, key operational matters, risk management, financial performance, strategic planning, innovation, sustainability initiatives and regulatory changes Boardley in alignment with alignment to Principles 1, 2, 4, 6, 7 and 9 **Outcome:** The training enabled participants to connect business decisions with broader market realities, internal priorities and long-term organisational goals. It strengthened decision-making maturity, improved risk awareness and encouraged a more forward-looking approach to performance, compliance and sustainability.	100
Employees other than BoD and KMPs	87	Awareness and training sessions on Food Safety, Quality & Hygiene, Health, Safety & Environment, Operations & Maintenance, Process Improvement & Productivity, Sales, Marketing & Business Development, Data & Technology, Compliance - Legal & Financial, HR & Project Management and Dairy Industry Specific topics on Dairy Industries. Broadly in alignment with Principles 1, 2, 3, 6 and 9. **Outcome:** Improved process reliability, better cross-functional coordination and greater sensitivity to quality, safety, customer expectations and sector-specific responsibilities.	100
Workers	95	Awareness & Training section on Food & Safety &Hygiene, Workplace & Industry Safety, Seasonal Safety, Legal& Social Awareness & Security. Broadly in alignment with Principles 1, 2, 3, 5, 6 and 9. **Outcome:** Safer conduct, better understanding of individual responsibilities and stronger awareness of workplace, social and operational risks.	100

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				
Principle 9	Adjudicating Officer/ Additional District Magistrate(Pr), Gautam Buddh Nagar, Uttar Pradesh	10,00,000	The matter relates to a sample of "Heritage Fresh Paneer 200 gm" collected in February 2018, where observations were made regarding lower fat content and certain labelling declarations.	Yes

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Principle 1	State GST	19,064	Penalty levied under GSTMOV-01 for non-compliance relating to e-way bill requirements for a sales return consignment from a customer in Haryana.	No
Settlement Nil				
Compounding fee				
Principle 9	FSSAI	16,000	The Paneer sample was reported to have a fat content lower than the prescribed standard.	No
Principle 9	FSSAI	13,000	The Paneer sample was reported to have a fat content lower than the prescribed standard.	No
Principle 9	Legal metrology	10,000	The matter relates to observations regarding missing or unclear declarations such as unit sale price, net content, MRP and date of packing.	No
Principle 9	Legal Metrology	2,000	The matter relates to a variation between the billed quantity and the supplied quantity of Heritage Curd Pouch invoiced by Reliance Fresh.	No
Principle 9	FSSAI	10,000	The FCM sample was reported to be not conforming to the prescribed standard of SNF content.	No
Principle 9	FSSAI	15,000	The Toned Milk sample was reported to have SNF content below the prescribed standard.	No
Principle 9	FSSAI	15,000	The Mixed Milk sample was reported to have SNF content below the prescribed standard.	No
Principle 9	FSSAI	1,00,000	The product sample was reported to have milk fat content lower than the prescribed standard.	Yes

Non-Monetary

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Dushyant Bhati & Ors Vs. FSO MCA 210/2025. NDOH 20.07.2026	Food Safety Appellate Tribunal Meerut, UP
Pankaj and Ors. Vs. State of HR CRA 73/2026 NDOH 17.07.2026	Food Safety Appellate Tribunal, Gurugram

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, Heritage Foods Limited has instituted a comprehensive Anti-Bribery and Anti-Corruption Policy to reinforce its commitment to ethical business practices and corporate governance. The Policy is aligned with applicable laws and regulatory frameworks, including the Prevention of Corruption Act, the Companies Act, and other relevant regulations.

With a zero-tolerance approach towards bribery and corruption, the Company is committed to ensuring that all employees, business associates, and other stakeholders conduct business with the highest standards of transparency, fairness, accountability, and integrity in all interactions and transactions.

Web Link: https://www.heritagefoods.in/uploads/investors/pdf/169095716345-Anti_Bribery_and_Anti-Corruption_Policy.pdf

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

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

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

	FY 2026		FY 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

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

Nil

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

	FY 2026	FY 2025
Number of days of accounts payables	19.23	21.00

9. **Openness of business**

Details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics		FY 2026	FY 2025
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	9.54%	16.54%
	b.	Number of trading houses where purchases are made from	1622	1684
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	48.84%	3.55%
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	99.42%	99.41%
	b.	Number of dealers / distributors to whom sales are made	7,580	7,374
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	11.30%	7.94%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	3.92%	4.43%
	b.	Sales (Sales to related parties / Total Sales)	0.15%	0.06%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)*	24.35%	0.0%
	d.	Investments (Investments in related parties / Total Investments made)	41.81%	16.04%

* ICD given to Subsidiary Companies

Note: Total purchase for FY 2025-26 is compiled based on standard note on BRSR core, accordingly total purchases includes Purchases during the year for Raw materials, Packing Material and capital expenditure. Previous year figures are regrouped/re arranged wherever necessary.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
16,798	Clean Milk Production, Cattle Nutrition & Health Management, Impotence of Breed Improvement	100%

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, Heritage Foods Limited has established comprehensive processes and governance mechanisms to identify, avoid, and manage conflicts of interest involving members of the Board. The Company's Code of Conduct, corporate governance framework, and related policies require Directors to disclose any actual or potential conflict of interest that may arise during the course of their duties.

The Directors are required to make periodic disclosures regarding their interests and abstain from participating in discussions or decision-making on matters where a conflict may exist. Such disclosures are reviewed and noted by the Board from time to time in accordance with the applicable provisions of the Companies Act, SEBI (LODR) Regulations, and other relevant laws.

These processes ensure transparency, accountability, ethical decision-making, and the protection of stakeholders' interests while maintaining the highest standards of corporate governance.

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.**

	2026	2025	Details of improvements in environmental and social impacts
R&D	60%	50%	The Company has undertaken targeted R&D investments in advanced laboratory and pilot-scale equipment, including a protein analyzer, viscometer, ice cream freezer, water baths, Remi mixer, and UHT pilot machine, to strengthen in-house product development and testing capabilities. These investments contribute to environmental sustainability by optimizing resource utilization, reducing reliance on repeated plant trials and external testing, and thereby minimizing material wastage, energy consumption, and associated emissions. From a social standpoint, enhanced in-house capabilities support improved nutritional accuracy, product quality, and food safety, thereby promoting consumer health and trust. Further, strengthened process standardization and shelf-life validation help reduce food loss and ensure consistent product quality across the value chain.
Capex	1.88%	2.23%	The Company has invested in renewable energy projects for captive consumption to enhance the environmental and social sustainability of its operations. These investments support the transition to clean energy, reduce greenhouse gas emissions and reliance on fossil fuels, and promote energy efficiency, while contributing to responsible resource use and long-term sustainable value creation.

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

Yes, Heritage Foods Limited has implemented a responsible sourcing policy as part of its commitment to sustainable and ethical business practices. Milk, being a key raw material for the Company, is procured through a sustainable and structured sourcing model.

The Company actively supports and empowers dairy farmers by providing training, technical assistance, veterinary support, and advisory services, thereby integrating them into an organized and efficient dairy value chain. To promote financial stability and strengthen long-term relationships with farmers, the Company ensures timely weekly/fortnightly payments for milk procurement.

Further, the Company maintains stringent quality standards and testing protocols for procured milk to ensure product safety, quality, and consistency. These initiatives reflect the Company's strong focus on responsible sourcing, product stewardship, and operational excellence.

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

Milk accounts for approximately 70.34% of the Company's total procurements, underscoring the critical importance of the dairy value chain to its operations. In addition, various capital goods, including dairy processing equipment and packaging materials, are sourced from reputed manufacturers that incorporate ESG principles and sustainable practices into their operations.

Further, all packaging materials used by Heritage Foods Limited are certified food-grade, ensuring product safety, regulatory compliance, and quality assurance, while also supporting the Company's broader sustainability and responsible sourcing objectives.

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.**

As part of its commitment to sustainable production and environmental stewardship, Heritage Foods Limited has established processes for the reclamation and responsible management of plastics, e-waste, hazardous waste, and other waste generated from its operations.

The Company also adopts resource conservation practices by treating effluent water generated during production and reusing it for non-potable applications, such as washing milk storage tankers and crates, as well as for gardening. These initiatives promote efficient resource utilisation, waste reduction, and circularity in operations, while reinforcing the Company's commitment to sustainability and environmental responsibility.

a. **Plastics, including packaging**

While plastics remain essential for ensuring product safety, hygiene, and leakage prevention—particularly in milk and value-added product packaging—the Company recognises the environmental impact of plastic waste. Accordingly, it actively participates in recycling initiatives and is undertaking consumer awareness programmes to promote responsible disposal and recycling of used plastic packaging.

The Company has also established arrangements with authorised waste management agencies to ensure effective collection, recycling, and environmentally sound disposal of plastic waste.

Plastic packaging waste is collected by waste management agencies from ULBs, aggregators, rag pickers, collection centres, and bulk waste generators, and is channelled to authorised recyclers and ULBs in accordance with the EPR Action Plan approved by the Central Pollution Control Board

b. **E-Waste**

Although e-waste generation is minimal, obsolete electronic equipment is disposed off through authorised e-waste recyclers in compliance with applicable environmental regulations.

c. **Hazardous Waste**

If generated, hazardous waste is handled as per regulatory guidelines and stored, transported and disposed of through certified agencies to prevent environmental contamination and ensure worker safety.

d. **Other Waste**

Other non-hazardous solid waste is segregated at source and either recycled or sent to authorised waste handlers for appropriate disposal, thereby minimising landfill use and enhancing material recovery.

The Company has installed Effluent Treatment Plants (ETPs) at its manufacturing facilities to treat wastewater in compliance with applicable environmental norms, enabling safe discharge and, wherever feasible, reuse of treated water for non-potable purposes, thereby supporting water conservation and responsible resource management

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

   Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations, and the waste collection plan is aligned with the EPR plan submitted to the Pollution Control Boards.

   The Company ensures systematic collection, recycling, and environmentally sound disposal of plastic waste through authorised channels in compliance with regulatory requirements. Additionally, Effluent Treatment Plants (ETPs) are installed at manufacturing facilities to treat wastewater as per applicable norms, enabling safe discharge and reuse for non-potable purposes.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format? No** The company has not conducted any LCA for any of its products

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.
Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	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.**

Name of Product / Service	Description of the risk / concern	Action Taken
The company has not conducted any LCA	The company has not conducted any LCA, hence specific risks have not been identified.	Not Applicable

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 2026	FY 2025
The company is in Dairy industry and the key ingredient is fresh milk, no input materials are recycled or reused in production.	Nil	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:**

	FY 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
The Company's products are primarily dairy and value-added dairy products sold through retail, distribution and institutional channels. Owing to the nature of these products, which are largely perishable and meant for direct consumption, the Company does not have a formal mechanism for reclaiming products after sale. Further, consumer-level packaging is generally disposed of post-consumption through municipal, recycling, or authorized waste management channels and is not directly reclaimed by the Company from end consumers. The Company has established arrangements with authorized waste management agencies to ensure effective collection, recycling and environmentally sound disposal of plastic waste in accordance with applicable Extended Producer Responsibility (EPR) requirements. Plastic packaging waste is collected across India through waste management agencies from Urban Local Bodies (ULBs), aggregators, rag pickers, collection centres and bulk waste generators and is subsequently channelled to authorized recyclers and ULBs in line with the EPR Action Plan approved by the Central Pollution Control Board.	-

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	3236	3189	98.55%	3236	100.00%	0	0.00%	3189	98.55%	0	0.00%
Female	81	77	95.06%	81	100.00%	77	95.06%	0	0.00%	77	95.06%
Total	**3317**	**3266**	**98.46%**	**3317**	**100.00%**	**77**	**2.32%**	**3189**	**96.14%**	**77**	**2.32%**
Other than Permanent employees											
Male	10	8	80.00%	10	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%	0	0.00%
Total	**10**	**8**	**80.00%**	**10**	**100.00%**	**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	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent workers											
Male	2,239	449	20.05%	2,239	100%	0	0.00%	0	0.00%	0	0.00%
Female	901	156	17.31%	901	100%	0	0.00%	0	0.00%	745	82.69%
Total	**3,140**	**605**	**19.27%**	**3,140**	**100%**	**0**	**0.00%**	**0**	**0.00%**	**745**	**23.73%**

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

	FY 2026	FY 2025
Cost incurred on well-being measures as a % of total revenue of the company	0.13%	0.13%

2. Details of retirement benefits, for the current FY and 2025.

Benefits	FY 2026			FY 2025		
	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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	24.56%*	100%	Y	12.84%	100%	Y
Others – please specify	-	-	NA	-	-	NA

*All Employees falling under the prescribed limit are covered under ESI

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.

Our premises /offices are accessible to differently abled employees and workers

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. Heritage Foods Limited has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. The policy states the Company's commitment to non-discrimination, equal opportunity, reasonable accommodation, and accessibility for persons with disabilities.

Web Link: https://www.heritagefoods.in/uploads/investors/pdf/174290250146-HFL-Equal-opportunity-Policy.pdf

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%	100%	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

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	No. The Company does not have any permanent workers
Other than Permanent Workers	Heritage Foods has a grievance redressal mechanism for Other than Permanent Workers. Grievances are first taken up with the respective senior managers or functional heads. If the matter is not resolved satisfactorily, it is escalated to senior management, which may direct the Human Resources department to take appropriate steps for fair and timely resolution. This reflects a structured, multi-tiered mechanism for transparent and efficient grievance redressal.
Permanent Employees Other than Permanent Employees	Yes. The Company has a grievance Redressal mechanism in place for all employees (Permanent and Other than permanent), wherein concerns can be raised through the HR Department via designated email IDs and the Zoho People application. The Company also follows an open-door policy, encouraging employees to freely approach senior management for resolution of concerns. Grievances are addressed in a structured manner to ensure timely, fair, and transparent resolution.

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

Category	FY 2026			FY 2025		
	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						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

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

Category	FY 2026					FY 2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,246	2,598	80.04%	1,950	60.07%	3,290	2,630	79.94%	1,972	59.94%
Female	81	65	80.25%	15	18.52%	74	55	74.32%	12	16.22%
Total	**3327**	**2663**	**80.04%**	**1965**	**59.06%**	**3364**	**2685**	**79.82%**	**1984**	**58.98%**
Workers										
Male	2,239	1,300	58.06%	1,208	53.95	2,040	1,140	55.88%	1,026	50.29%
Female	901	605	67.15%	501	55.60	821	590	71.86%	460	56.03%
Total	**3,140**	**1,905**	**60.67%**	**1,709**	**54.43**	**2,861**	**1,730**	**60.47%**	**1,486**	**51.94%**

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

Category	FY 2026			FY 2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3246	3030	93.35%	3290	3145	95.59%
Female	81	73	90.12%	74	66	89.19%
Total	**3327**	**3103**	**93.27%**	**3364**	**3211**	**95.45%**
Workers						
Male	2239	0	0.00%	2040	0	0.00%
Female	901	0	0.00%	821	0	0.00%
Total	**3140**	**0**	**0.00%**	**2861**	**0**	**0.00%**

10. **Health and safety management system:**

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

Heritage Foods' occupational health and safety management system is in place to meet legal/statutory obligations, address identified OH&S risks, and follow established standards/guidelines, including ISO 45001:2018 and ISO 45001.

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

Heritage Foods' Occupational Health & Safety Policy applies extensively across its manufacturing facilities, logistics operations, corporate offices, franchisees, suppliers and third-party partners, with coverage of workplace safety, risk assessment, hygiene, incident reporting, training, audits and compliance monitoring.

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

Yes, Heritage Foods has processes for workers to report work-related hazards and remove themselves from unsafe situations, supported by its OHS Policy through hazard identification, risk assessment, incident reporting, corrective actions, audits, training and non-retaliatory reporting of unsafe conditions. This is also aligned with ISO 45001:2018, which specifically requires worker participation in hazard reporting and the right to remove themselves from imminent danger, and with ISO 45001, which requires hazard identification, risk assessment, operational controls and worker consultation/participation in occupational health and safety matters.

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

Yes, Employees and workers have access to non-occupational medical and healthcare services through first-aid and primary healthcare infrastructure at manufacturing facilities, along with regular medical camps covering non-occupational health aspects to support overall well-being.

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

Safety Incident/Number	Category	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.968	1.000
	Workers	0.000	0.000
Total recordable work-related injuries	Employees	7.000	8.000
	Workers	0.000	0.000
No. of fatalities	Employees	0.000	1.000
	Workers	0.000	0.000
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.000	0.000
	Workers	0.000	0.000

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

Heritage Foods ensures a safe and healthy workplace through its Occupational Health & Safety Policy and OHS management Heritage Foods ensures a safe and healthy workplace through its Occupational Health & Safety Policy and OHS management system, which are aligned with ISO 45001:2018 and supported by designated Safety Officers, HR/functional teams and leadership oversight. The Company undertakes regular risk assessments, safety audits, workplace inspections, job safety assessments, safety protocols for equipment handling, LOTO and fire prevention, emergency preparedness measures such as fire drills, first-aid facilities and evacuation plans, and structured incident reporting with root-cause-based corrective actions. It also provides ongoing safety training, HACCP-related awareness sessions, health screenings, first-aid and primary healthcare infrastructure, medical camps, and a Health Wellness programme with self-help resources and third-party counsellor/dietitian support to promote physical and mental well-being.

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

	FY 2026			FY 2025		
	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**

As a part of its continued OHS improvement process in FY26, the Company has been strengthening its safety-first culture through initiatives such as the EHS Safety Awareness Program and PPE Demonstration conducted in collaboration with KARAM. The programme covered practical awareness on fall protection systems, head, foot, eye, hearing, hand, body and respiratory protection, emergency evacuation and self-rescue systems, and confined space entry/exit solutions. These initiatives help enhance employee and worker awareness, promote appropriate use of PPE for specific tasks, and reinforce Heritage Foods' commitment to building a safer, healthier and zero-incident workplace.

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

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 instituted appropriate measures to ensure that statutory dues, particularly GST and TDS, are duly complied with by its value chain partners. These measures include vendor due diligence, verification of GST registration details, checking the correctness of tax invoices, ensuring applicable TDS deductions, and seeking compliance confirmations before processing payments.

With respect to third-party transporters, the Company verifies that insurance payments for vehicles deployed in its supply chain are made on time and that updated insurance records are maintained. Transport partners are required to keep vehicle insurance valid throughout the engagement period and submit renewal details as applicable.

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 2026	FY 2025	FY 2026	FY 2025
Employees	0	1*	0	0
Workers	0	0	0	0

*** Fatalities**

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)**

Yes, however depending upon the retiring employee health and other conditions, he/she may be engaged for further period.

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	65%
Working Conditions	65%

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.**

Heritage Foods Limited undertakes continuous engagement with its value chain partners, particularly small and marginal dairy farmers, to address risks and concerns relating to health and safety practices, animal welfare, and working conditions. Based on ongoing field assessments and interactions, the Company has implemented several corrective and preventive measures aimed at promoting safe, hygienic, and sustainable dairy farming practices across its procurement network.

During FY 2025-26, the Company conducted 4,209 veterinary health camps and 4,435 farmer awareness meetings to educate farmers on cattle health management, hygiene practices, disease prevention, scientific dairy farming, and responsible farm operations. Corrective guidance and technical support were provided wherever required during field interactions and veterinary assessments.

The Company also facilitated treatment for over 95,000 animal health cases through veterinary camps and attended emergency animal health cases through its veterinary support network. In addition, more than 45,000 artificial insemination services were carried out to support breed improvement and livestock productivity, while Vet Plus support services attended a large number of farmer calls during the year, providing veterinary guidance and emergency assistance.

Further, the Company continues to strengthen awareness among value chain partners on preventive healthcare, hygiene standards, responsible use of veterinary medicines, animal welfare, and sustainable dairy farming practices. These initiatives benefited 1.40 lakh dairy farmers during the year and contributed towards improving health and safety practices, working conditions, and long-term sustainability across thevalue chain.

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 its key stakeholder groups based on its material business aspects, key relationships to be maintained, and the social and environmental impacts of its operations. Inputs are gathered from relevant departments such as operations, HR, procurement, sales, finance, compliance, EHS, CSR and customer service, based on their regular engagement with employees, customers, suppliers, investors, regulators, communities and other stakeholders. These inputs help assess stakeholder relevance, influence, dependency and exposure to the Company's actual or potential impacts, and the mapping is reviewed periodically in line with changing business priorities and stakeholder expectations.

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

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others please specify)	Relevance to Heritage Foods Limited
Farmers	No	Mobile app, SMS, Outreach programmes, VET Camps,training programs	On going	Primary suppliers of raw milk are a critical part of the dairy procurement ecosystem. Essential for ensuring consistent milk availability, quality procurement, farmer relationships and long-term supply chain stability.
Employees	No	Emails, internal portals, meetings, training sessions, notice boards	On going	Workforce involved across procurement, processing, quality assurance, logistics, sales, administration and support functions. Critical for operational efficiency, food safety, product quality, innovation, customer service and business continuity.
Dealers & Distributors	No	Emails, meetings, website,other engagement forums	On going	Channel partners enabling movement of dairy products across markets and retail points are Key to ensuring timely product availability, market reach, cold-chain effectiveness and last-mile distribution.
Agents & Franchises	No	Emails, meetings, website, other engagement forums	On going	Retail and institutional partners managing Heritage-branded outlets and distribution touchpoints. strengthen brand presence, enhance customer accessibility and support wider market penetration.
Consumers	No	Advertisements, company website, digital platforms, customer feedback channels	On going	End-users who purchase and consume Heritage's milk and value-added dairy products, directly influence product development, brand trust, market acceptance and customer satisfaction through preferences and feedback.
Food Safety Authorities	No	Emails, official submissions, industry forums, compliance reports	Based on any regulatory requirements	Regulatory bodies responsible for overseeing food safety, hygiene, product standards and compliance. It is necessary to ensure adherence to food safety norms, quality standards, labelling requirements and consumer protection regulations.
Statutory / Market Regulators	No	Emails, official submissions, industry forums, compliance reports	On going	Government and regulatory authorities monitoring corporate governance, statutory compliance and market conduct influence business operations through policy frameworks, compliance obligations and fair business practices.
Media	No	Press Release, Interview, Presentation	Based on the need for media interaction	Print, digital, and broadcast platforms covering industry developments, corporate performance, and public-interest matters, Shape public perception, brand reputation and consumer awareness through news coverage and corporate communication.
Industry Associations	No	Emails, official submissions, industry forums, compliance reports	During Events/ Meetings	Trade bodies and dairy industry groups represent sectoral interests and policy matters provide platforms for industry engagement, policy advocacy, best-practice sharing and sectoral collaboration.

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others please specify)	Relevance to Heritage Foods Limited
Suppliers	No	Emails, Direct Communication & Engagement methods	On going	Providers of packaging materials, ingredients, equipment, utilities and other operational inputs, support uninterrupted production, product safety, packaging quality and supply chain resilience.
Society	No	Advertisement, Interview, Community Program	Occasionally	Communities located around the Company's procurement, processing and distribution operations are important for maintaining goodwill, supporting rural livelihoods, promoting inclusive growth and strengthening the Company's social responsibility commitments.

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.**

   Heritage Foods Limited undertakes stakeholder consultation through its respective business functions and senior management teams, who engage with stakeholders such as farmers, employees, consumers, suppliers, communities, investors and regulators through meetings, surveys, feedback channels, grievance mechanisms, CSR interactions and business reviews. The feedback received is reviewed internally and significant economic, environmental and social matters are placed before the Board or relevant Board Committees, enabling stakeholder concerns and expectations to be considered in policy decisions, risk management, sustainability initiatives and overall business planning.

2. **Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Stakeholder consultation is an integral part of the Company's ESG mechanism and supports the identification, prioritisation and management of environmental and social topics. The Company engages on an ongoing basis with employees, farmers/procurement partners, customers, suppliers, communities, regulators and other stakeholders through formal and informal channels, and the inputs received are considered while shaping policies, processes and operating practices. For example, employee feedback is reflected in initiatives on health, safety, welfare, training and workplace practices; community interactions support CSR and local development activities; customer and consumer feedback informs quality, food safety and service improvements; and engagement with suppliers and business partners supports responsible sourcing, compliance and operational discipline. Material feedback from such interactions is reviewed by the relevant functions and senior management, with significant stakeholder matters escalated to the Board/Board Committee on Stakeholder Relations, thereby ensuring that ESG priorities remain aligned with stakeholder expectations and business responsibilities.

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

   Heritage Foods Limited continues to engage extensively with vulnerable and marginalized stakeholder groups, particularly small and marginal dairy farmers, through various farmer welfare and livestock support initiatives aimed at improving rural livelihoods, animal health, productivity, and access to veterinary care. As the Company's milk procurement network is predominantly based on small and marginal dairy farmers, farmer welfare remains a key component of its stakeholder engagement and sustainability approach.

   During FY 2025-26, the Company conducted 4,209 veterinary health camps and 4,435 farmer meetings across its procurement regions to promote scientific dairy farming practices, cattle health management, breeding awareness, and productivity improvement. Through veterinary camps and emergency veterinary services, the Company facilitated treatment for 95,000(~)animal healthcases in veterinary camps and attended to 589 emergency animal health cases.

   The Company also carried out more than 40,000 artificial insemination services to support breed improvement and long-term livestock productivity. In addition, Vet Plus support services (Tele Med) attended to approximately 15000 farmer calls during the year. Through these initiatives, the Company continues to embed empathy, inclusivity, equity, and empowerment into its stakeholder engagement practices. Overall, these initiatives benefited almost 1.40 lakh dairy farmers by improving access to veterinary healthcare, technical guidance, emergency support, and farmer education, thereby contributing towards sustainable dairy development, inclusive rural growth, and the long-term well-being of marginalized farming communities, which remains an integral part of the Company's corporate purpose and sustainability vision.Through these initiatives, the Company continues to embed empathy, inclusivity, equity, and empowerment into its stakeholder engagement practices. It considers the well-being of marginalized communities as an integral component of its corporate purpose and long-term sustainability vision.

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 2026			FY 2025		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (C)	% (D/C)
Employees						
Permanent	3317	1480	44.62%	3353	1440	42.95%
Other than permanent	10	10	100.00%	11	11	100.00%
Total	**3327**	**1490**	**44.79%**	**3364**	**1451**	**43.13%**
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	3140	1410	44.90%	2861	1210	42.29%
Total	**3140**	**1410**	**44.90%**	**2861**	**1210**	**42.29%**

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

Category	FY 2026					FY 2025				
	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	**3317**	**70**	**2.11%**	**3247**	**97.89%**	**3353**	**81**	**h2.42%**	**3272**	**97.58%**
Male	3236	69	2.13%	3167	97.87%	3279	81	2.47%	3198	97.53%
Female	81	1	1.23%	80	98.77%	74	0	0.00%	74	100.00%
Other than permanent	**10**	**10**	**100%**	**10**	**100%**	**11**	**11**	**100%**	**11**	**100%**
Male	10	10	100.00%	10	100.00%	11	11	100.00%	11	100.00%
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	**3140**	**3140**	**100 %**	**0**	**0.00%**	**2861**	**2861**	**100. %**	**0**	**0.00%**
Male	2239	2239	100 %	0	0.00%	2040	2040	100. %	0	0.00%
Female	901	901	100. %	0	0.00%	821	821	100. %	0	0.00%

3. **Details of remuneration / wages paid to employees and workers:**

   a. **Median remuneration / wages**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Number
Board of Directors (BoD)	4	1,42,500	3	7,68,20,000*
Key Managerial Personnel	4	1,67,49,685	2	8,64,25,000*
Employees other than BoD and KMP	3,242	3,19,336	79	3,36,541
Workers	2,239	1,87,200	901	1,84,800

* The higher median remuneration for female Directors/KMP is influenced by the presence of two Executive female Directors / KMP with remuneration as approved by the shareholders.

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

Category	FY 2026	FY 2025
Gross wages paid to females as % of total wages	4.80%	4.67%

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

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

   At Heritage Foods Limited, the Company has established internal mechanisms and policies for addressing grievances and concerns relating to human rights issues across the organization. The Company is committed to maintaining a safe, inclusive, ethical, and respectful workplace and follows a zero-tolerance approach towards any form of human rights violation.

   Internal Complaints Committees (ICCs) have been constituted across various locations in accordance with applicable laws to address complaints relating to sexual harassment. Complaints are handled in a confidential, fair, and time-bound manner, and appropriate corrective and disciplinary actions are taken wherever necessary.

The Company prohibits discrimination based on gender, age, religion, caste, disability, or any other protected characteristic. Employees may report concerns relating to discrimination, unfair treatment, or workplace misconduct through reporting managers, Human Resources, whistleblower/vigil mechanisms, or other designated grievance channels.

The Company strictly prohibits engagement of child labour, forced labour, bonded labour, or any form of involuntary labour across its operations. Compliance checks and contractor/vendor onboarding processes are undertaken to ensure adherence to applicable labour laws and ethical standards. Any violations identified are subject to immediate corrective action.

The Company is committed to fair wages, statutory compliance, and humane working conditions for employees and contractual workforce. Employees and workers may raise concerns relating to wages, benefits, working hours, workplace safety, or labour practices through Human Resources, grievance mechanisms, or escalation channels.

The Company also addresses concerns relating to workplace behaviour, dignity, equal opportunity, health and safety, contractor labour practices, and other human rights matters through established grievance redressal mechanisms and internal review processes.

All complaints and grievances are addressed through a defined escalation and review framework, ensuring confidentiality, fairness, and timely resolution. The Company follows a non-retaliation approach and open door policy regarding complains and ensures that individuals raising concerns in good faith are protected from retaliation or adverse treatment. Further, periodic awareness programmes, policy communication, and training initiatives are conducted to strengthen awareness on human rights, workplace ethics, diversity, inclusion, and respectful conduct across the organization.

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

	FY 2026			FY 2025		
	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:

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

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

Heritage Foods Limited is committed to maintaining a workplace free from harassment, including sexual harassment, and follows a zero-tolerance approach to any such unacceptable conduct. The Company encourages employees to report concerns relating to harassment and ensures prompt, fair, and appropriate redressal of complaints pertaining to harassment or any other unwelcome or offensive behaviour. These principles are embedded in the Company's Business Responsibility framework and Code of Conduct.

To foster awareness and promote a respectful work environment, the Company conducts regular awareness sessions and training programmes to educate employees on preventing sexual harassment, expected standards of workplace behaviour, and available grievance redressal mechanisms.

The Company also organises periodic workshops and sensitisation programmes to enhance employee understanding of the provisions of the Prevention of Sexual Harassment of Women at Workplace (POSH) Act. In addition, orientation programmes are conducted for members of the Internal Committee in accordance with the requirements prescribed under the Act and the rules framed thereunder.

Further, details regarding the constitution of the Internal Complaints Committee (ICC) under the POSH Act, along with information on the penal consequences of sexual harassment, are prominently displayed at conspicuous locations across all Company workplaces to ensure awareness and accessibility for all employees.

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

Yes, Human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

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	-

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

No corrective actions were taken or are underway, as no risks or concerns were identified in relation to child labour, forced/involuntary labour, sexual harassment, discrimination at the workplace, wages, or other related matters. Accordingly, the requirement for corrective action is not applicable.

Leadership Indicators

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

During the reporting period, no human rights grievances or complaints were received by the Company and, accordingly, no specific business process was required to be modified or introduced as a direct result of addressing such grievances. However, in recent years, the Company has continued to strengthen its ESG and responsible business framework by expanding and formalising policies and internal processes covering human rights, equal opportunity, diversity and inclusion, prevention of sexual harassment, whistleblower mechanism, code of conduct and ethics, health and safety, stakeholder engagement, responsible sourcing, and ESG expectations for value chain partners. These measures support a preventive, governance-led approach by creating structured channels for reporting concerns, reinforcing non-discrimination and ethical conduct, and enabling internal review of workplace- and stakeholder-related matters.

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

No specific standalone human rights due diligence was conducted during the reporting period. However, the Company remains committed to upholding human rights principles across its operations and business relationships. As part of its regular governance and compliance processes, the Company reviews matters related to employee welfare, workplace safety, non-discrimination, grievance redressal, statutory compliance, and fair labour practices. These processes help identify and address any potential human rights-related concerns within the organisation.

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	Nil as in FY26 However, the company, as per its policy for value chain partners, is in the process of assessing key value chain partners on human rights aspects.
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 incidents or significant risks/concerns were identified from the assessments of value chain partners with respect to child labour, forced/involuntary labour, sexual harassment, discrimination at workplace, wages, or other related matters. Accordingly, no specific corrective actions were required or undertaken during the reporting period.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2026	FY 2025
From renewable sources		
Total electricity consumption (A)	73,915.00	65,143
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	73,915.00	65,143
From non-renewable sources		
Total electricity consumption (D)	1,80,379.92	1,64,142.00
Total fuel consumption (E)	14,394.60	14,226.00
Energy consumption through other sources (F)	5,75,649.60	5,64,567.00
Total energy consumed from non-renewable sources (D+E+F)	**7,70,424.12**	**7,42,935.00**
Total energy consumption (A+B+C+D+E+F)	**8,44,339.12**	**8,08,078.00**
Energy intensity per rupee of turnover (Total energy consumption / Revenue from operations)	0.0000191241	0.0000198035
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP)	0.000388983	0.0004091
Energy intensity in terms of physical output	1.29	1.27
Energy 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) If yes, name of the external agency.

Yes, The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures.

Name of assurance provider: M/s. Grant Thornton Bharat LLP

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India. (World Economic Outlook (April 2026) - Implied PPP conversion rate)

Previous year figures are regrouped/rearranged wherever necessary.

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.**

Nil

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	10,14,484.91	9,97,532.50
(iii) Third party water	31,510.55	31,196.58
(iv) Seawater / desalinated water	0	0
(v) Others (Rain water Harvested)	60	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**10,46,055.46**	10,28,729.08
Total volume of water consumption (in kilolitres)	**9,59,373.54**	10,00,861.08
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000217295	0.000024528
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00044200	0.000506749
Water intensity in terms of physical output	1.46	1.57
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) If yes, name of the external agency.

Yes, The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures.

Name of assurance provider: M/s. Grant Thornton Bharat LLP

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India. (World Economic Outlook (April 2026) - Implied PPP conversion rate)

Previous year figures are regrouped/rearranged wherever necessary.

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

Parameter		FY 2026	FY 2025
Water discharge by destination and level of treatment (in kilolitres)			
(i)	**To Surface water**	0	0
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(ii)	**To Groundwater**		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iii)	**To Seawater**		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iv)	**Sent to third-parties**		
	- No treatment	0	0
	- With treatment – Advanced	86,621.92	27,868.00
(v)	**Others**		
	- No treatment	0	0
	- With treatment – Advanced	0	0
Total water discharged (in kilolitres)		86,621.92	27,868.00

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, The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures.

Name of assurance provider: M/s. Grant Thornton Bharat LLP

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

Yes, Heritage Foods Limited is committed to minimizing its environmental footprint and preserving natural resources for future generations. As part of this commitment, the Company has implemented a Zero Liquid Discharge (ZLD) programme at Packing Plants and Chilling Centrers (except for Corporate Office and Packing Plants at Rai, Haryana and Uppal, Telangana) aimed at eliminating liquid waste discharge from its operations and promoting sustainable water management practices.

The programme encompasses various aspects of the Company's operations and is designed to minimize the release of harmful chemicals, contaminants, and pollutants into the environment. To support this initiative, the Company has invested in advanced effluent treatment plants and wastewater management systems, while continuously exploring opportunities to enhance operational efficiency and further reduce environmental impact.

In line with its circular resource management practices, the Company also recycles and reuses treated effluent water generated during the production process for non-potable applications such as washing milk storage tankers and crates, as well as for gardening and other utility purposes. These initiatives reflect the Company's commitment to environmental stewardship, responsible resource utilization, and sustainable operations.

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

Parameter	Please specify unit	FY 2026	FY 2025
NOx	µg/m3	25.10	28.05
SOx	µg/m3	16.77	17.66
Particulate matter (PM)	µg/m3	43.85	44.24
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	NA	0	0
Others – please specify	NA	0	0

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, The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures.

Name of assurance provider: M/s. Grant Thornton Bharat LLP

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	5,631.97	6,379.00
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	35,875.56	34,515.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent	0.0000009401	0.0000010022

Parameter	Unit	FY 2026	FY 2025
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)	tCO_2e/₹	0.00001912	0.00002071
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/MT	0.06324	0.0642
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) If yes, name of the external agency.

Yes, The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures.

Name of assurance provider: M/s. Grant Thornton Bharat LLP

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India. (World Economic Outlook (April 2026) - Implied PPP conversion rate)

Previous year figures are regrouped/rearranged wherever necessary.

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

Yes, Heritage Foods Limited has undertaken several initiatives to enhance energy efficiency and reduce greenhouse gas emissions as part of its sustainability and environmental management efforts. Some of the key initiatives implemented since FY 2024–25 include:

1. Transition to energy-efficient LED lighting across operational facilities.
2. Installation and utilization of renewable energy sources, including solar and wind power plants.

These initiatives are being continuously expanded and strengthened across the Company's operations during FY 2025–26, reflecting its ongoing commitment to energy conservation, emission reduction, and sustainable business practices.

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

Parameter	FY 2026	FY 2025
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	0	0
E-waste *(B)*	0	0.10
Bio-medical waste *(C)*	0	0
Construction and demolition waste *(D)*	0.10	0
Battery waste *(E)*	0	0
Radioactive waste *(F)*	0	0
Other Hazardous waste (G) (waste oil)	4.11	39.50
Other Non-hazardous waste generated *(H)* Boiler Ash	722.33	333.4
Total (A+B+C+D+E+F+G+H)	726.44	373.00
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000165	0.0000000091
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000335	0.000000189
Waste intensity in terms of physical output	0.0011068	0.0005854
Waste intensity*(optional)* – the relevant metric may be selected by the entity	0	0
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	2,309.00	6,701
(ii) Re-used	0.48	0
(iii) Other recovery operations	0	0
Total	**2,309.48**	**6,701**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1,295	864
(ii) Landfilling (ETP & civil construction debris)	631.39	333.42
(iii) Other disposal operations	90.94	39.51
Total	**2017.33**	**1236.93**

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, The Company has voluntarily obtained Limited Assurance on BRSR Core disclosures.

Name of assurance provider: M/s. Grant Thornton Bharat LLP

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by IMF which is 20.34 for India. (World Economic Outlook (April 2026) - Implied PPP conversion rate)

Under EPR, Heritage Foods Limited is assigned annual targets for plastic waste recycling and end-of-life management by the SPCB. The reported figures for plastic disposal and recovery represent the credits allocated during the reporting year, based on the respective disposal and recovery processes, as sourced from the PCB dashboard.

While there is only plastic and cardboard waste generated at our packing plants, currently there is no mechanism in place to track segregated waste. Thus, waste generated at these plants has not been reported for the current year. The Company is in the process of developing a tracking system to enable reporting of segregated waste data from the next reporting period.

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.**

Waste management across Heritage Foods Limited's dairy processing operations is based on the principles of segregation, treatment, recycling, and responsible disposal. Organic residues, milk waste, and process effluents generated during operations are routed to the Effluent Treatment Plant (ETP) and treated in accordance with applicable regulatory standards and environmental norms.

Packaging waste, including plastic, paper, and cartons, is systematically segregated and handed over to authorized recyclers for responsible recycling and disposal. Further, ETP sludge and other operational residues are disposed of through approved and authorized agencies in compliance with applicable waste management regulations.

The Company does not use hazardous or toxic chemicals in its dairy products or core manufacturing processes. Only approved food-grade cleaning agents and disinfectants are utilized in controlled quantities to maintain hygiene, sanitation, and food safety standards. Chemical usage is carefully managed through controlled dosing systems, standard operating procedures, employee training, and periodic monitoring to minimize environmental impact. Any residual cleaning waste generated is treated through the ETP prior to disposal.

In addition, hazardous waste and chemicals, wherever applicable, are stored, handled, and managed in accordance with the provisions of the Hazardous Wastes (Management, Handling and Transboundary Movement) Rules, 2008, and other applicable environmental regulations.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Nil	Not applicable since no operations / offices are located in eco sensitive areas	Yes – on all cases where clearance is required

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
Nil	Not applicable		Nil/Not Applicable	Nil	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 hereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes

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

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: None of the company's units is located in water-stressed areas.

(i) Name of the area:

(ii) Nature of operations:

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0

Parameter	FY 2026	FY 2025
Water intensity per rupee of turnover*(Water consumed / turnover)*	0	0
Water intensity*(optional)* – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Other	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	**0**	0
Total water discharged (in kilolitres)	**0**	0

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

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	23,457.00	16,461.50
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Heritage Foods Limited is progressively improving the coverage and accuracy of its Scope 3 emissions calculation year on year. In FY26, the Company expanded the boundary to include downstream emissions related to sales-linked third-party logistics, thereby strengthening the comprehensiveness of its reporting. Further, the diesel emission factor used in FY25 has been revised from 2.702 kg CO2e per litre to 2.68 kg CO2e per litre, in alignment with India-specific emission factors prescribed under the BRSR ISF circular.

Emission Intensity under scope three not calculated since the company is in the process of capturing the travel related and any other identifiable scope 3 emissions in the coming years.

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

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

The Company does not have any operations in ecologically sensitive areas.

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
1	All plants are operating effluent Treatment plants	All manufacturing plants of Heritage Foods Limited are equipped with Effluent Treatment Plants (ETPs) to ensure proper treatment and management of wastewater generated during operations. As part of its sustainable water management practices, the Company recycles and reuses treated effluent water generated during the production process for non-potable applications such as washing milk storage tankers and crates, gardening, and other utility purposes. These initiatives support efficient resource utilization, water conservation, and environmentally responsible operations.	At 1.46 litres of water per 1.00 Kg of output, Heritage Foods' water intensity is better than many general dairy processing benchmarks and is close to the efficient lower band of water use for dairy plants. The Water intensity per rupee turnover has come down from 0.000024528 KL/Rupee for FY2024-25 to 0.0000217295 KL/Rupee in FY 2025-26. Water Intensity in terms of Physical output has improved by 0.11 KL/Tonne in FY 2025-26 as compared to 1.57 KL/Tonne in FY 2024-25

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

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

Yes, Heritage Foods Limited has implemented a comprehensive and robust risk management framework designed to identify, assess, monitor, and mitigate risks that may impact the Company's operations, reputation, assets, employees, or other stakeholders. The framework enables the Company to proactively identify potential risks and vulnerabilities and take appropriate preventive and corrective measures to minimize the likelihood and impact of adverse events.

The Company's risk management framework adopts a structured and systematic approach encompassing risk identification, analysis, evaluation, mitigation, monitoring, and reporting. It involves active participation from key stakeholders across functions, implementation of preventive controls, and establishment of contingency and business continuity plans to effectively manage potential risks.

Further, the Company's Risk Management, Business Continuity, and Disaster Management framework is guided by fundamental risk management principles aligned with internationally recognized standards, including ISO 31000 (Risk Management – Principles & Guidelines) and the COSO Enterprise Risk Management Framework.

The detailed Risk Management Policy of the Company is available on the Company's website at https://www.heritagefoods.in/uploads/investors/pdf/17339093868Risk_Management_Policy.pdf

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.**

The Company recognizes that certain environmental impacts may be linked to its value chain partners, particularly in dairy farming, transportation, packaging materials, and feed sourcing, including greenhouse gas emissions, water consumption, and waste generation. The Company predominantly procures milk from small and marginal dairy farmers through a decentralized sourcing network, rather than from large commercial dairy farms. No significant adverse environmental impact from the value chain has been identified during the reporting period.

The Company continues to engage with its value chain partners through awareness and capacity-building initiatives focused on sustainable dairy farming practices, efficient resource utilization, responsible waste management, and compliance with applicable environmental norms, while encouraging adoption of environmentally responsible practices across the value chain.

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

0.00%

During the year, the Company assessed upstream and downstream transport contractors for their contribution to Scope 3 emissions reporting. The Company currently does not have a formalized mechanism to comprehensively assess environmental impacts across all value chain partners, particularly as milk procurement is largely undertaken through an extensive network of small and marginal dairy farmers.

Nevertheless, the Company remains committed to promoting environmental responsibility across its value chain. Transport contractors engaged by the Company are required to comply with applicable vehicular emission norms and other regulatory requirements prescribed by the relevant authorities. The Company also continues to encourage sustainable and responsible operational practices among its value chain partners and is exploring opportunities to further strengthen sustainability-related monitoring and engagement frameworks over time.

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

By the listed entity	11,106,000
By the top ten (in terms of value of purchases and sales, respectively) value chain partners	-

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

Essential Indicators

1.

a. Number of affiliations with trade and industry chambers/ associations: 3

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The federation of Telangana and chambers of Commerce and Industry (FTCCI)	State
2	Confederation of Indian Industry (CII)	National
3	Indian Dairy Association	National

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

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

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / half yearly / Quarterly / Others - please specify)	Web Link, if available
1	Heritage Foods has, from time to time, expressed sector-level perspectives on measures that can support the long-term development of India's dairy industry. The Company has advocated enabling interventions such as improved access to quality cattle feed, support for animal productivity, strengthening of veterinary education and services, and encouragement for decentralised dairy units, including those led by women entrepreneurs. These positions are aligned with the broader objective of enhancing farmer incomes, improving milk productivity, expanding organised dairy procurement and strengthening the rural dairy ecosystem.	Interactions with media and industry forums	Yes	No formal review of public policies	https://uniindia.com/news/business-economy/business-union-budget-heritage-foods/3705595.html

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
Nil	Not applicable	Not applicable	Not applicable	Nil	Nil

Company has not undertaken any social impact assessment of any of its project

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Nil	Nil	NII	Nil	0	0

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

Heritage Foods Limited recognizes the importance of providing communities with accessible and effective channels for reporting grievances and raising concerns. Accordingly, the Company has established a comprehensive grievance redressal mechanism that enables community members and stakeholders to communicate their concerns through multiple channels of communication.

By actively engaging with communities, acknowledging and addressing concerns in a timely manner, and maintaining transparent and responsive processes, the Company strives to build trust-based relationships and foster a collaborative and inclusive environment. The Company remains committed to ensuring that community feedback is appropriately addressed and incorporated into its stakeholder engagement and social responsibility initiatives.

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

	FY 2026	FY 2025
Directly sourced from MSMEs and small producers	82.94%*	89.03%*
Directly from within India	98.74%	100%

* The percentage is calculated by aggregating the total Purchases during the year for Raw materials and Packing Material, capital expenditure and value of inputs procured from MSMEs and small producers (i.e., milk procured from dairy farmers) and dividing the same by the total value of inputs. MSME list of vendors has been revisited.

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

Location	FY 2026	FY 2025
Rural	30.18%	23.79%
Semi-urban	16.07%	20.10%
Urban	6.71%	11.35%
Metropolitan	47.04%	44.76%

Note: The previous figures are re-grouped/re-classified

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
Nil	Nil

Company has not undertaken any social impact assessment of any of its project

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)
		Nil	

3.

(a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? Yes**

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

Yes. The company procures the raw milk from the small & marginal farmers, through its representatives.

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

98.57% of the Total Milk procured by the Company (by value) is sourced from small & marginal farmers.

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
1	Nil	NA	NA	NA

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
Nil	Nil	Nil

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	The net CSR obligation of the Company for FY 2025–26 is at ₹12.58 million. Out of this, the Company has spent ₹2.58 million towards the ongoing construction of a blood bank centre at Vijayawada under the healthcare initiative of "Promoting health care including preventive healthcare", through the Implementing Partner M/s. NTR Trust. The remaining unspent amount of ₹10.00 million, pertaining to rural development initiatives under an on-going /multi-year project has been transferred to the "HFL Unspent Corporate Social Responsibility Account for On-going/Multiyear Project FY 2025–26.	The project involves the construction of a blood bank centre, which is a public healthcare infrastructure initiative. As the facility is currently under development, the exact number of direct beneficiaries cannot be ascertained at this stage. However, upon completion and operationalization, the project is expected to benefit a large number of patients and healthcare institutions by improving access to safe blood and supporting emergency and preventive healthcare services in the region.	The project involves the development of public healthcare infrastructure in the form of a blood bank centre. As the facility is under construction and not yet operational, the exact proportion of beneficiaries from vulnerable and marginalized groups cannot be specifically determined at this stage. However, the project is intended to serve the broader community, including economically weaker sections and vulnerable populations, by enhancing access to essential healthcare services.

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.**

Heritage Foods Limited is committed to providing consumers with high-quality products and superior customer service. The Company treats consumer complaints and feedback with utmost seriousness and is dedicated to listening to and addressing customer concerns in a timely, transparent, and effective manner.

To ensure efficient grievance redressal, the Company has established a robust mechanism for receiving, tracking, and responding to consumer complaints and feedback. A dedicated customer service team is trained to handle concerns with professionalism, sensitivity, and empathy, while working closely with relevant departments and product teams to identify appropriate solutions and enhance customer experience.

The team endeavors to attend to and resolve complaints within 48 hours from the receipt of the complaint. The Company has also provided a dedicated customer care email ID, customercare@heritagefoods.in, and a toll-free helpline number, 1-800-425-2931, for customer grievance redressal and support. . During FY 25-26 there were 1019 Customer complaints were received and resolved by the team.

The Company believes that every customer deserves to have their voice heard and remains committed to providing the necessary support and attention to address grievances and queries effectively. Its continued focus on customer satisfaction has helped strengthen consumer trust and reinforce its reputation for responsive and reliable customer service.

As part of its customer-centric approach, the Company provides multiple channels for consumers to connect with it, including a toll-free number, customer care centre, and email support details printed on product packaging, enabling customers to conveniently raise grievances, provide feedback, or seek information. During the period the 1019 Customer complaints were received and resolved by the team.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2026			FY 2025		
	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		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	1019	0	The consumer's complaints are resolved within 48 hrs from receiving the complaint depending on availability of the consumer	944	0	The consumer's complaints are resolved within 48 hrs from receiving the complaint depending on availability of the consumer

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? (Yes/No). If available, provide a web-link of the policy.**

Yes, The Company has a policy in place for ensuring cyber security, the same is available at https://www.heritagefoods.in/uploads/investors/pdf/17156925425HFL-Cyber-Security-Policy.pdf

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

authorities on safety of products / services.

The Company has established internal policies, standard operating procedures, and compliance monitoring mechanisms to address matters relating to advertising and communication, delivery of products and services, cyber security and customer data privacy, product quality and safety, and regulatory compliance.

The Company has implemented cyber security controls, access management protocols, data protection measures, system monitoring mechanisms, and business continuity measures. Redundancy in IT infrastructure, backup systems, and incident response processes are continually being strengthened to prevent, detect, and respond to potential cyber threats and data security risks. Further, the Company initiated implementation of the ISO 27001 compliance framework during FY 2025-26 to strengthen its Information Security Management System (ISMS), and subsequently obtained the certification in April 2026.

During the reporting period, no significant incidents requiring major corrective action were reported in relation to misleading advertising, cyber security breaches involving customer data, repeated product recalls, or penalties/actions by regulatory authorities concerning the safety of products or services. The Company continues to strengthen preventive controls, employee awareness, quality assurance systems, and regulatory compliance processes on an ongoing basis.

7. **Provide the following information relating to data breaches**

a. **Number of instances of data breaches:** 0

b. **Percentage of data breaches involving personally identifiable information of customers**

c. **Impact, if any, of the data breaches:** Nil

Leadership Indicators

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

The Company has focused on creation of digital platforms to strengthen direct connect with consumers and channel partners. The weblink from which information on the products and services of the Company can be accessed at:

https://www.heritagefoods.in/

https://www.linkedin.com/company/hfltd/

https://x.com/hfltd

http://facebook.com/heritagefoodslimited

https://www.instagram.com/heritagefoodslimited/

https://www.youtube.com/channel/UCPH0y1j4tFk5HJFhIknehow

Select products packaging carries QR codes enabling access to information such as product traceability and batch identification, manufacturing and expiry details, and other relevant product information.

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

Heritage Foods informs and educates consumers on the safe and responsible usage of its products through clear product labelling, packaging instructions, statutory declarations, customer communication channels and digital platforms. The Company's product packaging carries relevant information such as ingredients, nutritional details, FSSAI certification, batch details, date markings, storage conditions, usage instructions and customer care details. For perishable dairy products, specific instructions relating to refrigeration, handling after opening and consumption within the prescribed shelf life are provided to promote safe consumption.

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

Heritage Foods Limited has established multiple mechanisms to ensure that consumers are informed in the event of any risk relating to disruption or discontinuation of essential services. The Company communicates such information through structured customer engagement and statutory disclosure mechanisms.

Key mechanisms include:

- Conducting consumer surveys and communication initiatives that provide information on procedures, risks involved, benefits, and alternative arrangements available in case of any disruption of essential services.
- Maintaining robust customer communication channels, including a toll-free customer care number, customer care centre, and dedicated email support, enabling consumers to seek clarification, register grievances, and receive timely updates.
- Complying with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, under which the Company promptly informs Stock Exchanges and uploads material information on its website regarding any event that may significantly impact operations or services.
- Disseminating product and service-related information through the Company's official website and product packaging, ensuring consumers have access to relevant updates and regulatory disclosures.
- Information is also disseminated through direct communication with distributors and retail partners, customer care support, official website updates, social media platforms, field sales teams, retail point communication, and other consumer engagement mechanisms.

For customer assistance and updates, consumers may also access the Company's official contact channels through Heritage Foods Limited and the dedicated Customer Care Contact Page.

During FY 2025-26, there were no instances of significant disruption or discontinuation in the availability of products to customers

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,Heritage Foods Limited provides additional voluntary information on its product packaging over and above what is mandated under applicable food safety laws. This typically includes details such as nutritional highlights, usage suggestions, storage instructions, quality assurances, and consumer care contact information (toll-free number/email) to enhance transparency and consumer awareness.

The Company has conducted consumer satisfaction surveys covering its major products and key markets/locations of operation. These surveys are aimed at assessing customer experience, product quality perception, service efficiency, and overall brand satisfaction, and the feedback is used for continuous improvement in products and services.

Independent Practitioner's limited assurance report on Identified Sustainability Information included in Heritage Foods Limited's Business Responsibility and Sustainability Report

To
The Board of Directors,
Heritage Foods Limited
Hyderabad, Telangana, India

1. We have been engaged to perform a limited assurance engagement for Heritage Foods Limited ('HFL' or 'the Company') vide our engagement letter dated 20 May 2026, in respect of non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report (BRSR) listed below ("Identified Sustainability Information") prepared by the Company's management in accordance with the criteria stated in paragraph 5 below. This Identified Sustainability Information is included in the BRSR section in the Annual Report of the Company for the financial year ended 31 March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners.

Identified Sustainability Information

2. The Identified Sustainability Information for the financial year ended 31 March 2026, is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	• Total energy consumption (in Joules or multiples) and energy intensity • % of energy consumed from renewable sources • Energy intensity
Water footprint	Principle 6 – 3	• Total water consumption • Water consumption intensity
	Principle 6 – 4	• Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	• Details related to waste generated by the entity (category wise) • Waste intensity • Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations • For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: • Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) • Total recordable work-related injuries • No. of fatalities • High consequence work-related injury or ill-health (excluding fatalities)
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Input material sourced from following sources as % of total purchases – Directly sourced from MSME/ Small producers and from within India
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

3. Boundary of the report covers HFL's operations in India which includes the Corporate Office,Chilling Centres andProcessingPlants.

4. Our limited assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2026 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and therefore, do not express any conclusion thereon.

Criteria

5. The criteria used by the Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as 'the Criteria'):

   Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 30 January 2026 and BRSR Core Reporting Standard formulated by Industry Standards Forum.

Management's Responsibilities

6. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

7. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Practitioner's Independence and Quality Control

8. We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') issued by the International Ethics Standards Board for Accountants' ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and we have the required competencies and experience to conduct this assurance engagement.

9. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements", which requires the firm to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner's Responsibility

10. Our responsibility is to express a limited assurance in the form of a conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

11. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB'). This standard requires that we plan and perform our engagement to obtain limited assurance about whether anything has come to our attention to believe that the Identified Sustainability Information is not prepared, in all material respects, in accordance with the Criteria or is not free from material misstatement.

12. A limited assurance engagement undertaken in accordance with ISAE 3000 involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, identifying areas where material misstatement is likely to arise in the Identified Sustainability Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

13. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

14. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

15. Given the circumstances of the engagement, in performing the procedures listed above, we:

- Performed walkthrough and discussion with individual data owners for understanding business processes, data management processes, and to verify data and documents;
- Carried out discussions at the corporate office for data and document verification;
- Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
- Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
- Evaluated the suitability and application of the Criteria and that the Criteria has been applied appropriately to the subject matter.
- Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
- Re-performed calculations to check accuracy of claims,
- Reviewed data from independent sources, wherever available,
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verified information/ data as per the Criteria;
- Reviewed accuracy, transparency and completeness of the information/ data provided;

Exclusions

16. Our limited assurance engagement scope excludes the following and therefore we do not express a conclusion on the same:

- Aspects of the BRSR and data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Operations of the Company other than those mentioned in the paragraph 2 and 3 above on Scope of Assurance
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in the Identified Sustainability Information.
- The statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company
- Assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systemsWhile we considered the effectiveness of management's internal controls when determining the nature and extent of

our procedures, our assurance engagement was not designed to provide assurance on internal controls.

- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Conclusion

17. Based on the procedures we have performed and the evidence we have obtained and the information and explanations given to us along with the representation provided by the management, nothing has come to our attention that causes us to believe that the Identified Sustainability Information included in the BRSR for the financial year ended 31 March 2026, is not prepared in all material respects, in accordance with the Criteria.

Other Matter

18. The information pertaining to the financial year ended 31 March 2025, included as comparative information in the Identified Sustainability Information, has been certified by the management and was not subjected to limited / reasonable assurance engagement.

    Our conclusion is not modified with respect to this matter

Restriction on use

19. Our limited assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than the Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing

Grant Thornton Bharat LLP

Abhishek Tripathi
Partner

Dated: June 19, 2026
Place: Grant Thornton Bharat LLP
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