HPL Electric & Power Limited
CIN : L74899DL1992PLC048945
Corporate Office: 76-B, Phase-IV, Sector-57, HSIIDC Industrial Estate,
Kundli-131028, Sonipat, Haryana INDIA.
Tel.: +91-130-350 3958, 350 3437 | E-mail: hpl@hplindia.com
Website: www.hplindia.com

September 01, 2026

The Manager,
Listing Department,
National Stock Exchange of India Ltd.
"Exchange Plaza", C-1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai – 400 051

Scrip Code: HPL

The Secretary
BSE Limited
25th Floor, New Trading Ring, Rotunda Building, PhirozeJeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001

Scrip Code: 540136

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

Dear Sir/Ma'am,

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report forming part of the Annual Report of the Company for FY 2025-26.

Business Responsibility and Sustainability Report of the Company for FY 2025-26 is also available on the website of the Company www.hplindia.com

This is for your kind information and record please.

Thanking You,
For **HPL Electric & Power Limited**

Vivek Kumar

Digitally signed by Vivek Kumar
DN: c=IN, o=Personal, title=7188, pseudonym=p0zmdg6vsh2745k1r4cs8fn93ej0qw, 2.5.4.20=3ab36823c8b414e7c934f2a0af3da0106414374e9524495d666beb35870 9bf23f, postalCode=201301, st=Uttar Pradesh, serialNumber=052767230d5f1c44b1c2164eefdb84f2c760ac7359949d646e7ce9b91f23d372, cn=Vivek Kumar
Date: 2026.09.01 16:42:36 +05'30'

Vivek Kumar
Company Secretary

Encl:- As stated above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity:	L74899DL1992PLC048945		
2.	Name of the Listed Entity:	HPL Electric & Power Limited		
3.	Year of incorporation:	HPL Electric & Power Limited was incorporated as 'HPL-Socomec Private Limited' on May 28, 1992, as a private limited company under the Companies Act 1956		
4.	Registered office address:	1/20, Asaf Ali Road, New Delhi 110002, India		
5.	Corporate address:	76-B, Phase-IV, Sector-57, HSIIDC Industrial Area, Kundli-131028, Sonipat, Haryana, India		
6.	E-mail:	hpl@hplindia.com		
7.	Telephone:	+91-130-3503958, 3503437		
8.	Website:	www.hplindia.com		
9.	Financial year for which reporting is being done:	Current Financial Year	01-04-2025	31-03-2026
		Previous Financial Year	01-04-2024	31-03-2025
10.	Name of the Stock Exchange(s) where shares are listed:	1) BSE Limited (BSE): "540136" 2) National Stock Exchange of India Limited (NSE): "HPL"		
11.	Paid-up Capital:	₹64,30,04,860		
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Company Secretary & Compliance Officer	Mr. Vivek Kumar	
		Telephone No:	0130 - 3503437/3503958	
		Email ID:	hplcs@hplindia.com	
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The reporting has been done on a Standalone basis.		
14.	Name of assurance provider:	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023		
15.	Type of assurance obtained:	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023		

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	**Electrical equipment and power distribution**	HPL Electric & Power Limited ("HPL" or "the Company") is one of India's leading manufacturers of electrical equipment and providers of smart energy management solutions. The Company operates across five key business verticals: Metering Solutions, Switchgears, LED Lighting, Wires & Cables, and Solar Solutions, serving residential, commercial, industrial, and infrastructure sectors. Supported by vertically integrated manufacturing facilities, robust in-house technology and R&D capabilities, and an extensive pan-India distribution network, the Company delivers reliable and innovative products that address the evolving needs of the power and electrical equipment industry. Through its diversified portfolio, the Company contributes to advancing energy efficiency, smart power distribution, and sustainable infrastructure, supporting India's transition towards a low-carbon and energy-secure future.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	**Metering, Systems & Services**	26513	57.77%
2	**Consumables, Industrial & Services**	2710	42.23%

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

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	20	27
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	**17**
International (No. of Countries)	**42+ Countries**

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

Exports accounted for 1.56% of the Company's total turnover during FY 2025–26, reflecting HPL Electric & Power Limited's presence in international markets while maintaining its primary focus on meeting domestic demand.

c. A brief on types of customers

HPL Electric & Power Limited serves a well-diversified customer base spanning institutional, industrial, commercial, and retail segments. Under its Metering & Systems segment, the Company primarily caters to institutional customers, including power utilities, government bodies, and public sector undertakings, with orders largely secured through competitive tendering processes. The Consumables, Industrial & Services segment addresses the requirements of industrial establishments, infrastructure developers, commercial enterprises, and individual retail consumers. These customers are served through the Company's extensive dealer and distribution network spread across India, ensuring wide market reach and last-mile availability of products. In addition to its domestic presence, the Company exports its products to more than 42 countries, offering customised electrical equipment and energy management solutions tailored to the specific requirements of each customer segment and geography.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H/A)
				Employees				
1.	Permanent (D)	1271	1221	96.07%	50	3.93%	0	0%
2.	Other than Permanent (E)	25	23	92.00%	2	8.00%	0	0%
3.	Total employees (D + E)	1296	1244	95.99%	52	4.01%	0	0%
				Workers				
4.	Permanent (F)	167	100	59.88%	67	40.12%	0	0%
5.	Other than Permanent (G)	1359	1053	77.48%	306	22.52%	0	0%
6.	Total workers (F + G)	1526	1153	75.56%	373	24.44%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H/A)
			Employees					
1.	Permanent (D)	3	3	100%	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total differently abled employees (D+E)	3	3	100%	0	0%	0	0%
			Workers					
4.	Permanent (F)	0	0	0%	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	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 (BODs)	6	1	16.67%
Key Management Personnel (KMPs)	1	0	0%

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

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.24%	25%	26.19%	20.13%	36.36%	20.75%	22.33%	9.30%	21.82%
Permanent Workers	1.88%	0%	0.84%	1.88%	0.00%	0.84%	2.75%	7.55%	4.32%

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

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

S. No.	Name of the holding/ subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Himachal Energy Pvt. Ltd.	Subsidiary	97.15%	No
2	HPL - Shriji Designs	Joint Venture	0%	No
3	HPL-Shriji-Trimurthi Hitech Company Pvt. Ltd.	Joint Venture	0%	No

VI. CSR Details

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

(ii) Turnover (in Rs.): 1,857.99 crore

(iii) Net worth (in Rs.): 976.84 crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://investor.hplindia.com/investor-relation.php	0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders		3	0	All Resolved within time frame	7	0	All Resolved within time frame
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

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

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

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	Climate Strategy & GHG Emissions	R	HPL's manufacturing operations are dependent on energy-intensive processes and power consumption. Evolving environmental regulations, increasing stakeholder expectations, emerging carbon management requirements and supply chain sustainability considerations may present transition-related risks. Effective energy management, resource efficiency and climate-responsive operational practices are therefore important to maintaining long-term business resilience and competitiveness.	Conducted a comprehensive assessment of Scope 1 and Scope 2 greenhouse gas emissions, including site-level emissions hotspot mapping. Evaluated opportunities for renewable energy adoption through rooftop solar and net-metering mechanisms, while identifying energy efficiency and decarbonization initiatives across operations. These efforts support the Company's transition towards a lower-carbon operating model and strengthen its long-term climate resilience.	Negative: Rising compliance and carbon-related costs; Positive: Cost savings through efficiency improvements and strengthened access to ESG-focused financing.

2	Energy Management	O	Rising energy costs and dependence on grid electricity underscore the importance of energy efficiency initiatives to manage operational expenses and lower indirect emissions.	Conducted energy audits across key facilities and implemented energy efficiency measures, including LED lighting, VFDs and smart metering systems. The Company is also evaluating energy storage solutions to enhance renewable energy utilization and optimize peak demand management.	Positive: Reduced operating costs, improved profitability and strengthened ESG performance.
3	Product Stewardship	O	Rising customer preference for energy-efficient electrical solutions and increasing regulatory emphasis on product compliance and sustainability present opportunities for innovation, market expansion and long-term value creation.	Advanced sustainable product development through focused R&D, compliance with BIS, IEC and RoHS standards, and the integration of energy efficiency and product longevity considerations. The Company is also evaluating product take-back initiatives and EPR preparedness.	Positive: Growth in revenue from innovative offerings, sustained market leadership and mitigation of regulatory non-compliance risks.
4	Human Capital Development	O	As manufacturing operations evolve with automation and digital technologies, workforce upskilling and talent retention are essential to building future-ready capabilities and maintaining a competitive advantage.	Implemented skill development and capability-building programs, supported by technical collaborations, employee engagement initiatives, performance management processes and cross-location career development opportunities.	Positive: Stronger workforce performance, increased innovation and lower talent replacement costs.
5	Employee Health and Safety	R	Manufacturing activities expose employees to operational safety risks, making effective occupational health and safety management and regulatory compliance critical to workforce well-being and business continuity.	Strengthened workplace safety through site-level EHS policies, fire safety drills, PPE training and internal audits, while evaluating digital incident tracking and behavioural safety programs to drive continuous improvement.	Negative: Compliance-related costs, employee injury risks and operational disruptions; Positive: Reduced incident rates, higher workforce engagement and enhanced stakeholder trust.
6	Business Ethics & Corporate Governance	R	Strong governance, regulatory compliance and ethical business conduct are essential to maintaining stakeholder confidence, safeguarding corporate reputation and supporting responsible value chain practices.	Strengthened governance and compliance practices through internal audit processes, Code of Conduct training and whistleblower mechanisms, while advancing responsible business conduct across the supplier network.	Negative: Compliance-related penalties and reputational impact; Positive: Improved ESG credibility, sustained investor confidence and strengthened stakeholder relationships.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	All the policies are available on the web link: https://investor.hplindia.com/investor-relation.php								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 27001 SDG 16	ISO 9001 ISO/IEC 17025 BIS RoHS SON-CAP SDG 9 SDG 12	ISO 45001 SDG 3 SDG 5 SDG 8	SDG 16 SDG 17	SDG 5 SDG 8 SDG 10	ISO 14001 RoHS SDG 6 SDG 7 SDG 12 SDG 13	SDG 16 SDG 17	SDG 4 SDG 8 SDG 10	ISO 27001 ISO 9001 ISO/IEC 17025 BIS SON-CAP SDG 12 SDG 16
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	During FY 2025-26 the entity has moved from broad intent to specific, time-bound targets anchored on measurable outcomes: • **Scope 1 emissions:** The entity has committed to a 7.4% reduction in Scope 1 (direct) GHG emissions against the FY 2025-26 baseline, to be achieved by the close of FY 2026-27. The pathway will be driven by fuel-efficiency improvements, optimization of diesel-generator running hours, and progressive electrification of on-site equipment. • **Renewable energy:** Renewable energy now contributes 1,030.62 GJ to the entity's energy mix through on-site rooftop solar commissioned at the Gurugram facility during the year. The entity is committed to sustaining this contribution and scaling on-site solar and green-power procurement across additional units in a phased manner • **Energy efficiency:** Ongoing reduction in energy intensity per rupee of turnover through equipment upgrades, lighting and HVAC optimization, and unit-level consumption monitoring. • **Water stewardship:** Expansion of on-site water recycling and reuse via STP/ETP across manufacturing units, progressing toward a zero-liquid-discharge model at applicable sites. • **Diversity and safety:** Increased participation of women through inclusive hiring and policy measures, alongside continued strengthening of the occupational health-and-safety framework toward zero lost-time injuries. • **Governance and management systems:** Maintenance and extension of globally recognized management-system certifications (quality, environment, safety, information security, and laboratory competence) to reinforce compliance and stakeholder trust. These commitments sit within a phased implementation roadmap, with baselines established in FY 2025-26 and progress reviewed annually.								

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	FY 2025-26 marked the establishment of a measurable baseline and the first concrete steps against these commitments: • **Emissions monitoring:** Structured measurement of Scope 1 and Scope 2 emissions was established, with a combined baseline of 13,369.65 tCO_2e. This forms the reference point for the 7.4% Scope 1 reduction target and for year-on-year tracking. • **Renewable energy:** On-site rooftop solar was commissioned at the Gurugram (357Q) facility and delivered 1,030.62 GJ of renewable energy during the year the entity's first material renewable contribution and a platform for further expansion. • **Decarbonisation studies:** Feasibility and technical assessments of energy-efficiency and low-emission measures were advanced to inform the reduction pathway. • **Workplace safety:** Safety systems were strengthened through targeted training, awareness drives, and compliance measures, fostering a stronger safety culture. • **Diversity:** Steps to increase women's participation were supported through policy reviews and inclusive workplace practices. • **Management systems:** Globally recognised certifications in quality, environment, safety, information security, and laboratory competence continued to enhance compliance and product reliability.
Governance, leadership and oversight		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At HPL Electric & Power Limited, responsible business is less a separate programme than a way of running the one we already have. As one of India's established manufacturers of electrical equipment, across Metering Solutions, Switchgears, LED Lighting, Wires & Cables and Solar Solutions, the influence we hold over environmental and social outcomes extends well beyond our own factory gates. It reaches upstream to the suppliers who make our components, and downstream to the buildings and networks where our products keep working for years after they leave us. Oversight of this agenda rests with the Board, supported through the year by an Executive Committee constituted for ESG matters, which reviews performance against our targets and escalates issues that warrant the Board's attention. Our framework follows the nine principles of the National Guidelines on Responsible Business Conduct, and the quantified disclosures behind this statement are set out in the report that follows. FY 2025-26 was, above all, the year we put measurement on a firmer footing. We established structured monitoring of our Scope 1 and Scope 2 greenhouse-gas emissions, closing the year with a combined baseline of 13,369.65 tCO□e across our seven manufacturing units. This is the reference point against which future progress will be judged. Our Scope 1 emission footprint came down over the year through better load management, efficiency gained as older equipment was replaced, and consistent attention to consumption. We also commissioned rooftop solar at our Gurugram facility, contributing 1,030.62 GJ of renewable energy: modest against our total consumption, but our first material step in that direction and a platform to build on. Looking ahead, we have set ourselves specific, time-bound targets. We are committed to a 7.4% reduction in Scope 1 emissions against the FY 2025-26 baseline, and to sustaining and scaling our renewable energy contribution as further on-site generation and green-power options come within reach. We also continue to expand water recycling through the effluent and sewage treatment plants across our units, returning treated water to use wherever the application allows. The largest contribution we make to the energy transition is through what we manufacture, not only how we manufacture it. Our smart metering reduces distribution losses, and our LED and smart-switchgear products lower energy use in the installations that adopt them. Every unit of electricity not lost is a unit that need never be generated.

		On the social side, the safety of the people who work our lines remains non-negotiable. Our occupational health and safety systems follow ISO 45001 principles, with certified systems across key facilities, and safety is re-established every shift rather than assumed. We maintain zero tolerance for child labour, forced labour, discrimination and harassment, and our Diversity, Equity & Inclusion Policy supports our commitment to widening participation, particularly of women, across hiring and advancement. Much of our supplier base remains micro, small and medium enterprises in smaller towns and rural districts, a choice we have kept deliberately, while our community investment stayed concentrated on national priorities in health, education and skilling. We are clear-eyed about what lies ahead. The next phase of our agenda turns outward, to the value chain that accounts for the largest share of our footprint. This is a journey of several years rather than a single step, resting on helping smaller partners build the measurement practices that make disclosure possible. In parallel, we are preparing our own systems for the next stage of India's disclosure framework, under which assurance of BRSR Core parameters, and in due course value chain disclosures, will apply to companies of our size. Our approach stays measured and practical: to commit to what we can demonstrate, and to build steadily on it.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	**Mr. Gautam Seth** Joint Managing Director & CFO HPL Electric & Power Limited DIN: 00203405
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company has an Executive Committee that oversees and guides its sustainability agenda. The Committee is responsible for integrating ESG considerations into business decision-making, reviewing sustainability-related initiatives and monitoring progress against key priorities.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes. Performance against the Company's policies is periodically reviewed by the Executive Committee to assess implementation and effectiveness. In addition, all policies are reviewed annually by the Board and relevant Board Committees to ensure continued relevance, regulatory compliance and alignment with the Company's strategic priorities.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board oversees compliance with applicable statutory and regulatory requirements through periodic reviews, internal assessments and audit mechanisms. These processes facilitate the timely identification of gaps, implementation of corrective actions and continuous improvement in governance and compliance practices.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No. The effectiveness and implementation of the Company's policies are currently reviewed through internal governance and oversight mechanisms, and no independent external assessment was conducted during the reporting period.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)	No	No	No	No	No	No	No	No	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)	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	No	No	No
Any other reason (please specify)	Not Applicable, all principles are covered by policies								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

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

Segment	Total no of training and awareness programs held	Topics / principles covered under the training and its impact	% of people in respective category covered by the awareness programs
Board of Directors (BOD)	5	The Committee is regularly apprised of key product and marketing initiatives, developments in the regulatory landscape and changes in applicable laws, while also providing oversight on leadership, corporate governance and ethical business practices across the organization.	100%
Key Managerial Personnel (KMP)	5	Oversight of product and marketing initiatives, significant business and regulatory developments, and the promotion of leadership excellence, ethical conduct and sound governance practices.	100%
Employees other than BOD and KMPs	10	Learning and development initiatives focused on HRMS, sales effectiveness, occupational health and safety, quality systems, operational excellence and continuous skill enhancement.	80%
Workers	3	Health and Safety, Human Rights, Operational efficiency.	NA

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 Case	Has appeal been preferred (Yes/No)
Penalty/ Fine	NIL	NA	NIL	NA	NA
Settlement	NIL	NA	NIL	NA	NA
Compounding fee	NIL	NA	NIL	NA	NA
NON – MONETARY					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of Case	Has appeal been preferred (Yes/No)
Imprisonment	NIL	NA	NIL	NA	NA
Punishment	NIL	NA	NIL	NA	NA

During the financial year 2025-26, no fines, penalties, punishments, imprisonments, awards, compounding fees, or settlement amounts were paid by the Company or its Directors / Key Managerial Personnel (KMPs) in any proceedings before regulators, law enforcement agencies, or judicial institutions.

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

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

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

HPL Electric & Power Limited has adopted a Board-approved Anti-Corruption and Anti-Bribery Policy that reinforces the Company's commitment to ethical business conduct and a zero-tolerance approach towards bribery and corruption. The policy applies to all employees, directors, contractors, consultants and other associated stakeholders, and provides guidance on identifying, preventing and reporting unethical practices. It also includes mechanisms for reporting concerns, protection against retaliation and periodic risk assessments to strengthen compliance and integrity across the organization. The policy is aligned with applicable legal and regulatory requirements and supports the Company's broader governance framework.
https://investor.hplindia.com/photos/investor-pdf/Anti-Corruption-&-Anti-Bribery-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 2025-26	FY 2024-25
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of Directors	NIL	NA	NIL	NA
No. of complaints received in relation to issues of Conflict of Interest of KMPs	NIL	NA	NIL	NA

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

There were no cases of corruption or conflicts of interest which required action by regulators/ law enforcement agencies/ judicial institutions.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	149	125

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a.) Purchases from trading houses as % of total purchases	2.24%	1.40%
	b.) Number of trading houses where purchases are made from	15	11
	c.) Purchases from top 10 trading houses as % of total purchases from trading houses	88.50%	99.92%
Concentration of Sales	a.) Sales to dealers / distributors as % of total sales	23.37%	25.78%
	b.) Number of dealers / distributors to whom sales are made	1352	1190
	c.) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12.84%	13.49%

Share of RPTs in	a.) Purchases (Purchases with \ related parties / Total Purchases)	3.55%	0.99%
	b.) Sales (Sales to related parties / Total Sales)	6.20%	3.41%
	c.) Loans & advances (Loans & advances given to related parties / Total loans & advances)	37.77%	55.43%
	d.) Investments (Investments in related parties / Total Investments made)	100%	99.00 %

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

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0.93%	0.68%	Investments in research and development (R&D) were directed towards developing energy-efficient, reliable, and environmentally compliant electrical products. The Company focused on enhancing product safety, improving energy efficiency, and increasing operational durability, while aligning innovation efforts with its long-term sustainability objectives.
CapEx	0.06%	0.05%	Capital expenditure during the reporting period was directed towards technology upgrades, process automation, and equipment improvements to enhance resource efficiency, strengthen workplace safety, and ensure compliance with applicable environmental regulations.

2. **(a) Does the entity have procedures in place for sustainable sourcing?**

   The Company has initiated efforts to collate the relevant information and plans to enhance its sustainability disclosures through more detailed reporting in the coming years.

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

   The Company recognizes the importance of sustainable sourcing and is in the process of evaluating existing practices to align with relevant sustainability considerations. Internal assessments are ongoing to strengthen procedures in this area.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

HPL Electric & Power Limited follows structured end-of-life management practices for materials and products, emphasizing reuse, recycling and responsible disposal in accordance with applicable environmental regulations and sustainability objectives.

Parameter	Process Description
(a) Plastics (including packaging)	The Company complies with applicable Plastic Waste Management Rules and adheres to the Extended Producer Responsibility (EPR) framework for the responsible management of plastic waste.
(b) E-waste	Electronic waste is handled through authorized e-waste recyclers, ensuring the safe collection, recycling and disposal of end-of-life products and components in compliance with applicable regulations.

(c) Hazardous waste	Hazardous waste is segregated and managed in compliance with applicable regulatory requirements. Recoverable waste is sent to authorized recyclers for resource recovery, while residual waste is disposed of through approved treatment, storage and disposal facilities.
(d) other waste	Non-hazardous waste is managed through appropriate segregation, collection and disposal practices, with a focus on maximizing recycling opportunities, minimizing landfill disposal and ensuring environmentally responsible waste handling.

4.4. 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. The waste collection plan is aligned with the EPR plans submitted to the Central Pollution Control Board (CPCB). The Company complies with the E-Waste (Management) Rules, 2022 for electrical and electronic equipment and the Plastic Waste Management Rules, 2016 (as amended) for plastic packaging. Compliance is ensured through engagement with authorized recyclers, timely regulatory filings, regular monitoring and fulfilment of prescribed collection and recycling targets.

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1221	150	12.29%	1218	99.75%	0	0	0	0%	150	12.29%
Female	50	3	6.00%	50	100%	50	100%	0	0%	3	6.00%
Total	1271	153	12.04%	1268	99.76%	50	3.93%	0	0%	153	12.04%
Other than Permanent employees											
Male	23	0	0%	0	0%	0	0%	0	0%	0	0%
Female	2	0	0%	0	0%	0	0%	0	0%	0	0%
Total	25	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	100	100	100%	100	100%	0	0%	0	0%	0	0%
Female	67	67	100%	67	100%	67	100%	0	0%	0	0%
Total	167	167	100%	167	100%	67	40.12%	0	0%	0	0%
Other than Permanent Workers											
Male	1053	1053	100%	1053	100%	0	0%	0	0%	0	0%
Female	306	306	100%	306	100%	306	100%	0	0%	0	0%
Total	1359	1359	100%	1359	100%	306	22.52%	0	0%	0	0%

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

in the following format

Cost incurred on well-being measures as a % of total revenue of the company	FY 2025-26	FY 2024-25
	0.05%	0.04%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of Total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	7.79%	92.30%	Yes	100%	100%	Yes
Others - NPS	5.42%	NA	Yes	NA	NA	NA

3. **Accessibility of workplaces**

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

Yes. The Company has implemented measures to promote an inclusive and accessible workplace for employees and workers with disabilities. Appropriate infrastructure and facilities, including accessible amenities in common areas and washrooms, have been provided to support accessibility, mobility, and equal participation in the workplace.

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

Yes. The Company has adopted an Equal Employment Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Policy reflects the Company's commitment to providing equal employment opportunities, fostering a non-discriminatory and inclusive workplace, promoting accessibility, and providing reasonable facilities and accommodation for persons with disabilities. The Policy is available at: https://investor.hplindia.com/investor-relation.php

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

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

Category	Yes/No	If yes, then give details of the mechanism in brief

Permanent Workers	Yes	HPL Electric & Power Limited has established structured grievance redressal mechanisms for all categories of employees and workers, reflecting its commitment to maintaining a fair, transparent and respectful workplace. Multiple channels are available to facilitate the timely and confidential reporting and resolution of concerns. For workers, designated HR representatives and grievance drop boxes at operational locations provide accessible avenues for raising concerns, including anonymous submissions where appropriate. These mechanisms are designed to ensure that all workers can report issues without fear of retaliation. For employees, the Company has implemented a comprehensive grievance management framework supported by an independent third-party ethics partner. Concerns may be reported through multiple channels, including telephone, email, physical mail and direct communication. In addition, a whistleblower mechanism enables the confidential and anonymous reporting of unethical conduct or policy violations. Reported concerns are reviewed through established governance processes, including oversight by the Audit Committee where applicable. Through these mechanisms, the Company seeks to promote workplace trust, ethical conduct, accountability and employee well-being across its operations.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1271	0	0%	1157	0	0%
- Male	1221	0	0%	1113	0	0%
- Female	50	0	0%	44	0	0%
Total Permanent Workers	167	167	100%	359	149	41.5%
- Male	100	100	100%	160	97	60.63%
- Female	67	67	100%	199	52	26.13%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1244	1244	100%	1244	100%	1323	639	48.3%	593	44.82%
Female	52	52	100%	52	100%	45	22	48.89%	20	44.44%
Total	1296	1296	100%	1296	100%	1368	661	48.32%	613	44.81%

Workers										
Male	1153	1153	100%	1153	100%	1071	553	51.68%	404	37.72%
Female	373	373	100%	373	100%	258	176	68.22%	114	44.19%
Total	1526	1526	100%	1526	100%	1329	729	54.85%	518	38.98%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	1244	1244	100%	1323	1323	100%
Female	52	52	100%	45	45	100%
Total	1296	1296	100%	1368	1368	100%
Workers						
Male	1153	1153	100%	1071	497	46.41%
Female	373	373	100%	258	109	42.25%
Total	1526	1526	100%	1329	606	45.60%

10. Health and safety management system:

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

Yes. The Company operates an Occupational Health and Safety Management System aligned with ISO 45001:2018, covering all employees and workers across its manufacturing facilities, offices and operational sites. The system safeguards workplace health and safety through structured risk assessments, emergency preparedness, safety training, incident management and continuous performance monitoring. Beyond regulatory compliance, it reinforces a proactive culture of workplace safety and employee well-being.

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

The Company follows a systematic approach to identify workplace hazards and assess occupational health and safety risks. Key elements of the process include:

- Routine Inspections: Regular workplace inspections are conducted to identify potential hazards, with observations documented and corrective actions implemented in a timely manner.
- Risk Assessments: Periodic risk assessments are undertaken to evaluate operational hazards and determine appropriate risk mitigation measures through cross-functional participation.
- Incident Reporting: A structured reporting mechanism enables employees to report unsafe conditions, near misses, and incidents. Reported cases are investigated, and corrective actions are implemented to prevent recurrence.
- Safety Audits: Periodic internal safety audits are conducted to assess compliance with applicable health and safety requirements, identify improvement opportunities, and strengthen the effectiveness of the occupational health and safety management system.

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

Yes. The Company has established formal mechanisms that enable employees and workers to report unsafe conditions and, where necessary, remove themselves from situations that pose an imminent risk to their health or safety. Multiple reporting channels, including supervisors and designated safety reporting mechanisms, are available to facilitate timely reporting and response. These mechanisms operate in a confidential manner and are supported by a non-retaliation approach, fostering a proactive and accountable safety culture.

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

Yes. The Company provides access to a range of non-occupational healthcare services as part of its employee well-being initiatives. These include health insurance coverage, periodic preventive health check-ups, employee wellness programmes, and access to counselling and mental well-being support. Through these initiatives, the Company promotes

the overall physical and mental well-being of its employees.

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

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

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

The Company is committed to providing a safe, healthy, and secure workplace through a comprehensive occupational health and safety (OHS) management system implemented across its manufacturing units and office locations. The OHS management system is aligned with the requirements of ISO 45001:2018 and applicable statutory regulations.

Key measures implemented by the Company include:

- Safety Training: Regular training programmes to enhance employee awareness of safe work practices, emergency procedures, and the safe operation of equipment.
- Emergency Preparedness: Established emergency response procedures supported by periodic mock drills and simulation exercises to strengthen incident preparedness.
- Risk Assessment: Periodic identification and assessment of workplace hazards, with preventive and corrective actions implemented to mitigate identified risks.
- Monitoring and Audits: Regular inspections and internal audits to evaluate compliance with health and safety requirements and drive continual improvement.
- Employee Health and Well-being: Provision of health insurance coverage and access to healthcare support for employees.
- Comprehensive Coverage: Health and safety programmes extend to all employees and workers across the Company's operations.

These initiatives are supported by certified management systems, including ISO 45001:2018 for Occupational Health and Safety and ISO 9001:2015 for Quality Management, demonstrating the Company's commitment to maintaining a safe and healthy work environment.

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

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

14. Assessments for the year:

	% of plants & offices were assessed (by entity / statutory authorities / third parties)
Health and safety practices Working Conditions	The Company monitors compliance with all applicable laws and internal policies relating to these matters across 100% of its offices through established internal mechanisms.

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

The Company follows a structured process for investigating safety-related incidents and addressing significant risks identified through workplace assessments. All reported incidents are investigated, with key learnings communicated across relevant functions to prevent recurrence and strengthen safety practices. Corrective actions are implemented based on the nature and severity of the identified risks, and their effectiveness is evaluated through periodic internal safety audits. These audits also assess compliance with the Company's health and safety procedures and the requirements of ISO 45001:2018. Significant findings arising from health and safety reviews are addressed through a risk-based control approach, ensuring effective mitigation of workplace hazards and continual improvement of the occupational health and safety management system.

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

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

The Company follows a structured approach to identify, prioritise, and engage with its key stakeholders. Periodic stakeholder mapping is undertaken to identify individuals and groups that are impacted by, or can influence, the Company's business activities, including employees, customers, suppliers, investors, regulators, local communities, and civil society organisations. Stakeholders are prioritised based on their level of influence, interest, and relevance to the Company's operations. The Company engages with them through multiple channels, including surveys, consultations, meetings, and regular interactions, to understand their expectations and concerns. Feedback received through these engagements is considered in strategic planning and operational decision-making. The stakeholder engagement process is reviewed periodically to ensure its continued effectiveness and alignment with evolving 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)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – specify)	Purpose and scope of engagement include key topics and concerns raised during such engagement
Employees	No	• Email, • Internal Meetings, • Training Programs	Quarterly	Two-way engagement on workplace experience, career development and well-being, and to seek feedback on internal policies and processes. Key topics raised: career growth and training needs, compensation and benefits, workplace health and safety, work-life balance, and grievance redressal.
Investors and Shareholders	No	• Quarterly results • Annual Reports • Earnings call • Analysts meet • Press releases • Website, Email • Intimation to stock exchanges • Annual General Meetings • Investor meetings / conferences	Annual and as need based	To keep providers of capital informed of the Company's financial and operational performance, strategy and future outlook, and to uphold transparent governance. Key topics raised: financial and operational performance, growth strategy and capital allocation, dividends, corporate governance, and ESG performance and risk management.

Customers	No	• Email, • Website, • Social media, • Surveys	Continuously	To understand customer requirements, obtain feedback on product quality and service delivery, resolve concerns, and strengthen long-term relationships. Key topics raised: product quality and reliability, after-sales service and technical support, timely delivery, pricing, and new product requirements.
Suppliers	No	• Email, • Supplier Meetings, • Audits	Annually	To build a reliable and responsible supply chain by aligning on commercial terms, reviewing performance, and identifying areas for operational improvement. Key topics raised: pricing and payment terms, quality and delivery expectations, capacity planning, adherence to the Company's code of conduct, and process improvements.
Local Communities	Yes	• Community Meetings, • Local Media, • CSR Initiatives	Annually	To understand community needs and expectations, assess and manage the Company's social and environmental impact, and support inclusive local development through CSR. Key topics raised: education and skill development, healthcare and sanitation, local infrastructure and livelihood support, environmental concerns, and access to CSR programmes.
Regulatory Authorities	No	• Official Correspondence, • Reports, • Compliance Meetings	As required	Ensuring adherence to legal requirements, exchanging updates on regulatory changes, and fostering transparent compliance dialogue.
			(Ad hoc)	To ensure full compliance with applicable laws and regulations, maintain transparent dialogue, and stay current with regulatory developments. Key topics raised: statutory and regulatory compliance, timely filings and disclosures, amendments to laws and regulations, inspections and audits, and licensing and approvals.

PRINCIPLE 5: Businesses should respect and promote human rights

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

	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1271	1271	100%	1157	15	1.3%
Other than Permanent	25	25	100%	211	0	0%
Total Employees	1296	1296	100%	1368	15	1.1%
Workers						
Permanent	167	167	100%	359	0	0%
Other than Permanent	1359	0	0	1180	0	0%
Total Workers	1526	167	10.94%	1539	0	0%

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

	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B / A)	No (C)	% (C / A)		No (E)	% (E / D)	No (F)	% (F / D)
Employees										
Permanent	1271	0	0%	1271	100%	1157	0	0%	902	77.96%
Male	1221	0	0%	1221	100%	1113	0	0%	860	77.27%
Female	50	0	0%	50	100%	44	0	0%	42	95.45%
Other than Permanent	25	0	0%	25	100%	211	0	0%	0	0%
Male	23	0	0%	23	100%	210	0	0%	0	0%
Female	2	0	0%	2	100%	1	0	0%	0	0%
Workers										
Permanent	167	0	0%	167	100%	359	0	0%	169	47.08%
Male	100	0	0%	100	100%	160	0	0%	101	63.13%
Female	67	0	0%	67	100%	199	0	0%	68	34.17%
Other than Permanent	1359	1063	78.22%	296	21.78%	1405	1002	71.32%	403	28.68%
Male	1053	867	82.34%	186	17.66%	1054	805	76.37%	249	23.63%
Female	306	196	64.05%	110	35.95%	351	197	56.12%	154	43.88%

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	22007596	0	0
Key Managerial Personnel	1	3896112	0	0
Employees other than BoD and KMP	1217	693012	50	650000
Workers	100	254460	67	244428

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	24.57%	3.07%

*Previous year numbers have been updated incorporating a methodology change

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

Yes. The Human Resources function serves as the designated focal point for human rights at the Company. It is responsible for overseeing the implementation of the Company's human rights commitments, ensuring alignment with applicable legal

requirements and internationally recognized human rights principles. The function periodically reviews relevant policies, monitors compliance, and facilitates the identification and assessment of potential human rights risks across the Company's operations.

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

The Company has established formal grievance redressal mechanisms to address concerns related to human rights. These mechanisms are designed to be accessible, transparent, and responsive, enabling employees and other stakeholders to report concerns without fear of retaliation. All grievances are addressed in a fair, confidential, and timely manner in accordance with the Company's established procedures.

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

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

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaint on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company has established mechanisms to safeguard individuals who raise concerns related to discrimination, harassment,

or other workplace conduct issues. The grievance redressal process is designed to ensure confidentiality, fairness, and impartiality in the review and resolution of complaints. The Company also maintains measures to protect complainants from retaliation, fostering a workplace culture where concerns can be reported and addressed without fear of adverse consequences.

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

Yes. The Company incorporates human rights requirements into its contractual arrangements with suppliers, business partners, and other relevant stakeholders. These agreements include provisions requiring compliance with applicable laws and internationally recognised human rights principles. The Company's Supplier Code of Conduct further reinforces these expectations by outlining the standards of ethical conduct and respect for human rights expected across its value chain.

10. **Assessments for the year:**

	% of your plants and offices were assessed (by entity or statutory authorities or third parties)
Child labour	The Company monitors compliance with all applicable laws and internal policies relating to these matters across 100% of its offices through established internal mechanisms.
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not Applicable. Internal reviews conducted during the reporting period did not identify any significant concerns requiring corrective action.

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

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

Parameter	UOM	FY 2025-26	FY 2024-25
Revenue from operations	INR	18579967604.21	16844050000
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	1030.62	0
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	1030.62	0
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	63403.14	55793.48
Total fuel consumption (E)	Gigajoule (GJ)	1790.19	4406.15

Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	65193.34	60199.63
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	66223.96	60199.63
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / INR	0.0000035643	0.000003574
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) *	Gigajoule (GJ) / PPP Revenue	0.000072497	0.000073087
Energy intensity in terms of physical output in MT of production	Gigajoule (GJ) / Ton	-	-

*Previous year numbers have been updated, incorporating a methodology change

**Revenue from operations on a purchasing power parity (PPP)-adjusted basis has been calculated using the implied PPP conversion factor of INR 20.34 per USD, as published by the International Monetary Fund (IMF) in April 2026.*

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 independent assessment, evaluation, or assurance was undertaken by an external agency during the reporting period. The Company may consider obtaining independent assurance in the future, where required, in line with applicable statutory requirements and evolving business needs.

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

The Company does not have any facilities designated as Designated Consumers (DCs) under the Perform, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, no energy reduction targets have been assigned under the scheme, and no remedial actions were applicable during the reporting period.

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

Parameter	UOM	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	kL	0	0
(ii) Groundwater	kL	0	0
(iii) Third party water	kL	19082.3	3195
(iv) Seawater / desalinated water	kL	0	0
(v) Others	kL	5720.0	530000
Total volume of water withdrawal (i + ii + iii + iv + v)	kL	24802.3	533195
Total volume of water consumption	kL	24802.3	8160.5
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	kL / INR	0.0000013349	0.000000484
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) *	kL / PPP Revenue	0.0000271518	0.000009907
Water intensity in terms of physical output in MT of production	kL / Ton	-	-

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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 independent assessment, evaluation, or assurance was undertaken by an external agency during the reporting period. The Company may consider obtaining independent assurance in the future, where required, in line with applicable statutory

requirements and evolving business needs.

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

Parameter	UOM	FY 2025-26	FY 2024-25
Water discharged by destination and level of treatment			
(i) To Surface water			
No treatment	kL	0	0
With treatment – please specify level of treatment	kL	0	151.65
(ii) To Groundwater			
No treatment	kL	0	0
With treatment – please specify level of treatment	kL	0	0
(iii) To Seawater			
No treatment	kL	0	0
With treatment – please specify level of treatment	kL	0	0
(iv) Sent to third parties			
No treatment	kL	0	0
With treatment – please specify level of treatment	kL	0	0
(v) Others			
No treatment	kL	0	0
With treatment – please specify level of treatment	kL	0	5300
Total water discharged	kL	0	5,451.65

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 independent assessment, evaluation, or assurance was undertaken by an external agency during the reporting period. The Company may consider obtaining independent assurance in the future, where required, in line with applicable statutory requirements and evolving business needs.

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

The Company has not implemented a Zero Liquid Discharge (ZLD) system at its operations during the reporting period. However, it continues to strengthen its water management practices by optimizing water use and enhancing wastewater treatment processes. The Company also periodically evaluates the technical and operational feasibility of adopting ZLD systems as part of its ongoing sustainability initiatives.

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

The Company monitors air emissions in accordance with applicable statutory requirements. Air emission monitoring is carried out by laboratories approved by the respective State Pollution Control Boards. The monitored parameters remain within the prescribed regulatory limits, and the monitoring results are submitted periodically to the respective regulatory authorities in compliance with applicable requirements.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2	759.47	820.21
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2	12610.18	11267.18
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	t-Co2e / INR	0.0000007196	0.0000007176

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) *	t-Co2e / PPP Revenue	0.0000146361	0.0000146750
Total Scope 1 and Scope 2 emission intensity in terms of physical output	t-Co2e/MT of production	-	-

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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 independent assessment, evaluation, or assurance was undertaken by an external agency during the reporting period. The Company may consider obtaining independent assurance in the future, where required, in line with applicable statutory requirements and evolving business needs.

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

Yes. The Company continues to implement initiatives to improve energy efficiency and reduce greenhouse gas (GHG) emissions across its operations, in line with its environmental and sustainability commitments.

Key initiatives include:

- Energy-Efficient Lighting: Replacement of conventional lighting with energy-efficient LED lighting across manufacturing units and office premises to reduce electricity consumption.
- Renewable Energy: Progressive deployment of solar power systems at manufacturing facilities to increase the use of renewable energy and reduce dependence on conventional energy sources.
- Energy-Efficient Infrastructure: Adoption of energy-efficient equipment, including BEE star-rated air-conditioning systems and other energy-saving technologies, to improve operational efficiency and reduce energy consumption.

Through these initiatives, the Company continues to strengthen its efforts towards reducing its operational carbon footprint and enhancing resource efficiency.

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

Parameter	UOM	FY 2025-26	FY 2024-25
Total Waste generated			
Plastic waste (A)	MT	1.69	74.98
E-waste (B)	MT	0	0.030
Bio-medical waste (C)	MT	0	0
Construction and demolition waste (D)	MT	0	0
Battery waste (E)	MT	0	0
Radioactive waste (F)	MT	0	0
Other Hazardous waste specifies (G)	MT	383.40	0.267
Other Non-hazardous waste generated (H). Please specify	MT	0	73.11
Total (A+B + C + D + E + F + G +H)	MT	385.09	148.38
Waste intensity per rupee of turnover (Total waste generated in MT / Revenue from operations)	MT / INR	0.0000000207	0.0000000088
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/PPP adjusted revenue)	MT / PPP Revenue	0.0000004216	0.0000001802
Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)			
Category of waste			

(i) Recycled	MT	380.53	148.09
(ii) Re-used	MT	0	0
(iii) Other recovery operations	MT	0	0
Total	MT	380.53	148.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)			
Category of waste			
(i) Incineration	MT	0	0.29
(ii) Landfilling	MT	2.81	0
(iii) Other disposal operations	MT	1.75	0
Total	MT	4.56	0.29

**Revenue from operations on a purchasing power parity (PPP)-adjusted basis has been calculated using the implied PPP conversion factor of INR 20.34 per USD, as published by the International Monetary Fund (IMF) in April 2026.*

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 independent assessment, evaluation, or assurance was undertaken by an external agency during the reporting period. The Company may consider obtaining independent assurance in the future, where required, in line with applicable statutory requirements and evolving business needs.

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 waste.**

The Company follows structured waste management practices across its operations, with a focus on waste minimisation, segregation, recycling, and environmentally responsible disposal. Waste is managed in accordance with applicable regulatory requirements and established internal procedures to minimise environmental impacts. For hazardous waste and other hazardous substances, the Company implements appropriate handling, storage, treatment, and disposal practices in compliance with applicable laws and regulations. It also evaluates opportunities to improve process efficiency, promote resource optimisation, and adopt safer alternatives, wherever technically and commercially feasible, to reduce potential environmental and health risks.

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.
Not Applicable			

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

Name & brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain	Relevant Web link
During the reporting period, no projects undertaken by the Company required an Environmental Impact Assessment (EIA) under applicable laws. The Company remains committed to complying with all applicable environmental regulations and will undertake EIAs and related disclosures for future projects, wherever required.					

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention**

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

Yes, the Company is compliant with the applicable environmental laws/regulations/guidelines.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. The Company is committed to complying with all applicable environmental laws, regulations, and statutory requirements relevant to its operations. It has established processes to monitor compliance obligations and obtain the necessary approvals, permits, and consents, wherever applicable. During the reporting period, no material instances of non-compliance with applicable environmental laws and regulations were reported.				

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

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

The Company is a member of 6 trade and industry chambers/ associations.

1b. 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 & industry chambers/ associations (State/National)
1	Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
2	ELCOMA - Electric Lamp and Component Manufacturers	National
3	PHD Chamber of Commerce	National
4	CII – Confederation of Indian Industry	National
5	GCCI - Gurgaon Chamber of Commerce & Industry	Regional
6	CBIP - Central Board of Irrigation & Power	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
During the reporting period, no adverse orders were received from regulatory authorities in relation to anti-competitive conduct. The Company continues to monitor its business practices to ensure compliance with applicable competition laws and remains committed to promoting fair and ethical market conduct.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

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
Not Applicable. During the reporting period, no Social Impact Assessments (SIAs) were undertaken, as no projects required such assessments under applicable legal and regulatory requirements. The Company remains committed to conducting SIAs for future projects, wherever required, in accordance with applicable laws and regulations.					

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)
Not Applicable. As of the reporting period, no projects required Rehabilitation and Resettlement (R&R) measures under applicable legal and regulatory requirements. The Company remains committed to implementing Rehabilitation and Resettlement measures, wherever applicable, in accordance with the relevant laws and regulations.						

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

The Company has established mechanisms to receive and address community grievances, including a dedicated grievance redressal mechanism and an online platform for submitting concerns. The process is designed to ensure timely, fair, and transparent resolution of grievances. The effectiveness of the mechanism is periodically reviewed to strengthen responsiveness and enhance stakeholder trust.

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

The Company recognizes the important role of micro, small, and medium enterprises (MSMEs) in driving inclusive economic growth. It continues to promote procurement from eligible local and small vendors, particularly those located in the vicinity of its operations, while ensuring that supplier selection is based on quality, sustainability, reliability, and commercial considerations.

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	43.40%	9.36%
Directly from within India	70.92%	68.30%

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 2025-26	FY 2024-25
Rural	6.87%	6.47%
Semi-urban	0.04%	0.13%
Urban	82.70%	82.06%
Metropolitan	10.39%	11.34%

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

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

HPL Electric & Power Limited maintains a structured, multi-channel mechanism to receive, track and resolve consumer complaints and feedback. Consumers can reach the Company through:

- A dedicated customer care helpline for direct assistance
- An online feedback form on the Company's official website
- Its authorised distributors and channel partners
- The Company's official social media platforms

All complaints and feedback received across these channels are systematically logged, assigned and reviewed by the customer service team to ensure timely redressal.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of the Company's products incorporate energy efficiency features and are supported by product information and user guidance covering safe use, responsible handling and environmentally responsible disposal.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

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

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 established a framework for cybersecurity and data privacy to safeguard its information systems and sensitive data aligned with ISO 27001/ISMS requirement. It regularly monitors cyber risks, conducts periodic reviews of its IT infrastructure, and implements appropriate measures to strengthen information security and risk preparedness. The Company also maintains processes for addressing customer queries and communicating relevant information in a transparent manner.

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 standard operating procedures (SOPs) and internal controls across key business areas to support regulatory compliance and operational effectiveness. These include:

- Periodic review of advertising and promotional materials to ensure compliance with applicable advertising standards.
- Defined processes to support the reliable delivery of products and services.
- Ongoing cybersecurity and data privacy measures, including periodic system assessments and employee awareness initiatives.
- Quality assurance and product control procedures aimed at minimizing the risk of product recalls.
- Compliance monitoring mechanisms to identify and address regulatory requirements and any related actions, where applicable.

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

Particulars	Response
a. Number of instances of data breaches along with impact	0
b. Percentage of data breaches involving personally identifiable information (PII) of customers	Nil
c. Impact, if any, of the data breaches	Nil