MAYUR UNIQUOTERS LIMITED

Manufacturers of Artificial Leather/PVC Vinyl

Ref: MUL/SEC/2026-27/44 **Date: August 19, 2026**

To,

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai-400001 (Maharashtra)
(Scrip Code: BSE- 522249)

National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor, Plot No. C/1,
G-Block, Bandra-Kurla Complex,
Bandra (East), Mumbai-400 051 (Maharashtra)
(Trading Symbol: MAYURUNIQ)

Subject: Submission of Business Responsibility and Sustainability Report ("BRSR") for the financial year 2025-26.

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2025-26.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report for the FY 2025-26. The same is also available on the website of the Company viz. www.mayuruniquoters.com

You are kindly requested to take the same on record.

Thanking you,
Yours faithfully,

For Mayur Uniquoters Limited

KAPIL ARORA

Digitally signed by KAPIL ARORA
Date: 2026.08.19 15:26:12 +05'30'

Kapil Arora
Company Secretary and Compliance Officer
ACS 57885

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L18101RJ1992PLC006952
2.	Name of the Listed Entity	Mayur Uniquoters Limited
3.	Year of Incorporation	1992
4.	Registered Office Address	Jaipur-Sikar Road, Village: Jaitpura, Tehsil: Chomu, Distt. Jaipur - 303704 Rajasthan
5.	Corporate Address	
6.	E-mail id	secr@mayur.biz
7.	Telephone	01423-224001
8.	Website	www.mayuruniquoters.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) The National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (in Rs.)	Rs. 21,72,63,000/-
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. Suresh Kumar Poddar Chairman and Managing Director & CEO DIN: 00022395 Tel: 01423-224001 Email: secr@mayur.biz
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance provider	Not Applicable

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of artificial leather	The company is in the business of manufacturing of artificial synthetic leather for both exports and domestic market.	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.	Artificial leather	13999	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	3 (Other than plant premises)	6
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36
International (No. of Countries)	21

b. What is the contribution of exports as a percentage of the total turnover of the entity?
Exports contributes around 41% of the total turnover of the entity.

c. A brief on types of customers
Mayur Uniquoters Limited ("Mayur") is engaged in the business of manufacturing and selling of artificial leather and its business model is B2B (business to business). Mayur is selling majorly to the end use industries, such as those in the footwear, automotive industry and exports into arround 21 countries and the major exports are made to automotive industry.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	397	383	96.47%	14	3.53%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	**Total employees (D + E)**	**397**	**383**	**96.47%**	**14**	**3.53%**
WORKERS						
4.	Permanent (F)	68	68	100%	0	100%
5.	Other than Permanent (G)	930	930	100%	0	100%
6.	**Total workers (F + G)**	998	998	100%	0	100%

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	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	**Total differently abled employees (D + E)**	0	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than permanent (G)	0	0	0.00%	0	0.00%
6.	**Total differently abled workers (F + G)**	0	0	0.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	4	0	0.00%

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.52%	38.71%	13.53%	18.16%	20.00%	19.76%	19.89%	20.00%	19.85%
Permanent Workers	5.71%	0.00%	5.71%	2.21%	0.00%	2.21%	2.25%	0.00%	2.25%

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 Companies / Joint Ventures	% 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	Mayur Uniquoters Corp.	Subsidiary	100%	No
2	Mayur Uniquoters SA (Pty) Ltd	Subsidiary	100%	No
3	Futura Textiles Inc.	Step Down Subsidiary	100%	No
4	Mayur Tecfab Private Limited	Subsidiary	100%	No
5	UAB Futura Textiles Europe	Step Down Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: **(Yes/No) Yes**
(ii) Turnover (in INR) (FY 2025-26) 82,020.64/- Lakhs
(iii) Net worth (in INR) (FY 2025-26) 94,629.42/- Lakhs

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 web-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	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	0	0	-	0	0	-
Investor (other than Shareholder)	Yes www.mayuruniquoters.com/investors.php	0	0	-	0	0	-
Shareholder	Yes www.mayuruniquoters.com/investors.php	01	0	-	02	0	-
Employees and Workers	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	0	0	-	0	0	-
Customers	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	34	0	-	31	0	-
Value Chain Partners	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	0	0	-	0	0	-
Other	NA	NA	NA	NA	NA	NA	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 identified issue	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.	Training & Development	O	MUL recognizes eTraining & Development as both a business Risk and an opportunity that: **opportunity** • helps in the adaption of changing technologies and trends • helps in identifying and grooming of potential leaders • helps in employee retention. • helps the employees in acquiring new skills, knowledge and competencies relevant to their roles and responsibility. Investing in employee training and capability development enhances workforce competencies, fosters innovation, strengthens leadership pipelines, improves employee engagement, and supports long-term organizational growth and competitiveness.	MUL Regular training assessments, competency mapping, technical and behavioral training programs, leadership development initiatives ensures comprehensive employee training and development, covering various aspects. This includes skill matrix preparation, identification of training needs, creating training calendars, executing programs, and evaluating their effectiveness. In the year 2025-26, the Company conducted training sessions on different sustainability topics including code of conduct, labour policies, sustainability policies etc. Additionally, we provide training on 5S, Kaizen, Fire safety, industrial safety, hazard & risk, Chemical handling, MSDS, Emergency procedures and IATF practices. Environment management is a crucial area where we implement an impactful employee training program. Moreover, our department leaders benefit from external training sessions conducted by experts in Anti bribery & Corruption measures.	Positive
2.	Employee Well Being & Human Rights	R & O	MUL recognizes employee well-being and human rights as both a business Risk and an opportunity that: **opportunity -**. • Enhances employee satisfaction, morale, and overall productivity. • Strengthens the Company's ability to attract, retain, and develop skilled talent. • Ensures compliance with applicable labour laws, human rights standards, and ethical business practices. • Fosters a culture of equal opportunity, non-discrimination, dignity, and mutual respect. • Supports employees' physical, mental, and social well-being, contributing to a resilient and motivated workforce.	MUL mitigates these risks through robust human rights and workplace policies, employee welfare programs, grievance redressal mechanisms, diversity and inclusion initiatives, regular employee engagement activities, compliance monitoring, and awareness and training programs on workplace ethics and human rights. The Company regularly undergoes social compliance audits by customers and independent third parties to assess and demonstrate adherence to human rights, labour standards, and responsible business practices. Mayur Uniquoters is committed to promoting and respecting human rights in line with the principles of the United Nations Global Compact (UNGC) and Company successfully completed a Responsible Business Alliance (RBA) audit, further reinforcing its commitment to ethical labour practices, worker of which it is a participant.	Positive

S. No.	Material identified issue	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)
			Risk- • Non-compliance with labour laws, human rights standards, and workplace regulations may result in legal actions, penalties, and reputational damage. • Discrimination, harassment, or unequal treatment can adversely impact employee engagement, retention, and organizational culture. • Inadequate focus on employee well-being may increase absenteeism, workplace stress, and turnover rates. • Human rights violations within operations or the supply chain may negatively affect stakeholder trust and business relationships. • Failure to attract and retain skilled talent may impact operational efficiency and long-term business performance		
3.	Occupational Health & Safety (OHS)	R & O	MUL recognizesOccupational Health &Safety as both a business Risk and an opportunity that: **Opportunity:** • Promotes a safe, healthy, and injury-free workplace for employees and contractors. • Strengthens operational reliability and business continuity through reduced workplace incidents. • Improves stakeholder confidence and supports compliance with customer and regulatory requirements. **Risk:** • Workplace accidents, injuries, occupational illnesses, fires, chemical exposure, and unsafe conditions may adversely affect employees and operations. • Non-compliance with occupational health and safety regulations may result in legal liabilities, penalties, and reputational damage. • Serious incidents may lead to production disruptions, increased	MUL mitigates occupational health and safety risks through its ISO 45001-certified Occupational Health & Safety Management System and alignment with the Responsible Business Alliance (RBA) Code of Conduct. Key measures include Hazard Identification and Risk Assessment (HIRA), safety audits and inspections, machine safety controls, PPE compliance, contractor safety management, and emergency preparedness through mock drills and trained first aid teams. Regular employee training on industrial safety, fire safety, chemical handling, MSDS, emergency response, and safe work practices helps strengthen a safety-first culture. The Company also promotes employee wellbeing through periodic health check-ups, occupational health surveillance, wellness initiatives, and Safety Week awareness programs, with a focus on continuous improvement and achieving a zero-harm workplace.Annual Safety Week celebrations, awareness campaigns, recognition programs, and continuous improvement initiatives	Positive

S. No.	Material identified issue	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)
			insurance costs, compensation claims, and loss of stakeholder trust. • Inadequate safety culture and employee awareness may increase the likelihood of incidents and unsafe behaviors.	encourage employee engagement and reinforce a zero-harm mindset. Through these measures, the Company strives to prevent workplace injuries and illnesses, ensure regulatory compliance, improve operational resilience, and create a safe, healthy, and productive work environment for all employees and workers.	
4.	Community Development & CSR	R & O	MUL recognizes Community Development as both a business Risk and an opportunity that: **Opportunity:** • Strengthens relationships with local communities and key stakeholders. • Enhances the Company's social licence to operate and corporate reputation. • Contributes to sustainable socio-economic development through initiatives in education, healthcare, livelihood enhancement, environmental conservation, and community welfare. • Creates long-term value for society while supporting inclusive and sustainable growth. **Risk:** • Inadequate community engagement may lead to stakeholder concerns, loss of trust, and reputational risks. • Failure to address community expectations and social impacts may affect business continuity and stakeholder relationships. • Non-compliance with CSR regulations may result in regulatory scrutiny and penalties	MUL mitigates community-related risks through a structured CSR strategy focused on education, healthcare, women empowerment, environmental sustainability, water conservation, sports promotion, and community infrastructure development. Regular stakeholder engagement and community needs help identify priority areas and ensure effective implementation of CSR initiatives. During FY 2025-26, the Company supported educational infrastructure through construction of classrooms, sanitation facilities, furniture distribution, scholarships for meritorious students, educational tours, and development of libraries and learning spaces for girls. Healthcare interventions included immunization programs, maternal and child health initiatives, and support for AYUSH services have 4781 Beneficiary. Environmental initiatives comprised over more than 47000 large-scale tree plantation, solar energy installations, rainwater harvesting, and groundwater recharge projects. its CSR programs to enhance community well-being, strengthen stakeholder relationships, and contribute to sustainable socio-economic development.	Positive
5	Sustainable & Responsible Sourcing	R & O	MUL recognizes Sustainable & Responsible Sourcing as both a business Risk and an opportunity that **Opportunity**: • Strengthens supply chain resilience and business continuity. • Promotes responsible environmental, social, and ethical practices across the value chain.	MUL mitigates supply chain sustainability risks through integrates environmental, social, governance (ESG) in Sourcing criteria and ethical considerations into supplier management processes. Key measures include implementation of a Supplier Sustainability Guidelines, supplier sustainability assessments, risk-based due diligence, and periodic on-site audits.	Positive

S. No.	Material identified issue	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)
			• Enhances customer confidence, market access, and stakeholder trust. • Supports the Company's sustainability goals through responsible procurement of raw materials and services. **Risk:** • Supply chain disruptions, raw material shortages, or supplier non-compliance may impact production and business continuity. • Environmental, labour, human rights, or ethical violations within the supply chain may result in reputational damage and loss of customer trust. • Increasing customer and regulatory expectations regarding sustainable sourcing may create compliance and operational risks. • Dependence on a limited supplier base may increase supply, quality, and cost-related risks.	The Company actively engages with suppliers through awareness programs, training sessions, and capacity-building initiatives to strengthen their understanding of ESG requirements and responsible business practices. Regular monitoring, performance evaluations, and collaborative improvement programs help enhance supply chain resilience, transparency, regulatory compliance, and alignment with internationally recognized principles such as the UN Global Compact (UNGC) and Responsible Business Alliance (RBA) Code of Conduct.	
6	Emissions Reduction	R & O	MUL recognizes Emissions Reduction as both a business Risk and an opportunity that **Opportunity:** • Reducing greenhouse gas (GHG) emissions enhances operational efficiency and supports the Company's Net Zero commitment. • Increasing customer, investor, and regulatory focus on climate action creates opportunities for market such as carbon market and sustainable growth. • Strong emissions management enhances stakeholder confidence and supports access to sustainability-focused markets and financing. **Risk:** • Increasing climate-related regulations, carbon pricing mechanisms and customer	MUL mitigates emissions-related risks through regular GHG inventory assessment, energy efficiency initiatives, renewable energy adoption, process optimization, and implementation of climate action strategies aligned with its Net Zero roadmap were company committed to net zero by 2050. Emissions are monitored and managed through resource efficiency programs, adopting low-carbon technology & adoption renewable electricity procurement, and employee awareness initiatives. MUL also evaluates climate-related risks and opportunities, sets emissions reduction targets, and works collaboratively with stakeholders and suppliers to support decarbonization across the value chain.	Positive

S. No.	Material identified issue	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)
			expectations may increase compliance and operational costs. • Failure to reduce emissions may result in reputational risks, reduced market access, and loss of business opportunities. • Physical climate risks such as extreme weather events may disrupt operations and supply chains.		
7	Energy Management	R & O	MUL recognizes Energy Management as both a business Risk and an opportunity that **Opportunity:** • Efficient energy management reduces operational costs and improves resource efficiency. • Adoption of renewable energy supports the Company's climate goals and reduces greenhouse gas emissions. • Energy-efficient technologies enhance productivity, competitiveness, and long-term business sustainability. **Risk:** • Rising energy prices and dependence on conventional energy sources may increase operating costs and transition risks. • Energy supply disruptions can affect production continuity and operational efficiency. • Increasing regulatory requirements related to energy efficiency and climate change may result in additional compliance obligations. • Inefficient energy consumption may increase the Company's carbon footprint and exposure to transition risks.	MUL mitigates energy-related risks through regular energy monitoring, energy efficiency projects, process optimization, and adoption of energy-efficient technologies & renewable energy. MUL continues to increase the use of renewable energy through solar power installations while conducting periodic energy efficiency initiative to identify conservation opportunities. Employee awareness programs, preventive maintenance practices, and continuous improvement initiatives further support efficient energy utilization and reduction of energy intensity across operations.	Positive
8	Water Management	R & O	MUL recognizes Water Management as both a business Risk and an opportunity that: **Opportunity:** • Efficient water management improves resource efficiency and	MUL mitigates water-related risks through continuous monitoring of water consumption, implementation of water conservation measures, rainwater harvesting, groundwater recharge initiatives, wastewater treatment and reuse systems, and process optimization to	Positive

S. No.	Material identified issue	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)
			supports long-term operational sustainability. • Water conservation, recycling, and reuse initiatives reduce freshwater dependency and operating costs. • Responsible water stewardship enhances stakeholder trust and strengthens environmental performance. **Risk:** • Water scarcity, declining groundwater levels, and climate change may impact water availability for operations. • Increasing water costs and regulatory requirements may increase operational expenses. • Inefficient water use or inadequate wastewater management may result in environmental impacts, compliance risks, and reputational damage. • Water-related disruptions may affect production continuity and business operations.	improve water efficiency. The Company also undertakes awareness programs and infrastructure projects that support water security within its operations and surrounding communities. Regular assessment of water-related risks and performance helps drive continuous improvement in water stewardship practices.	
9	Waste Management & Circularity	R & O	MUL recognizes Waste Management & Circularity as both a business Risk and an opportunity that: **Opportunity:** • Effective waste management improves resource efficiency & reduce waste generation and supports circular economy principles.. • Adoption of circular practices can lower raw material consumption, reduce disposal costs, and create environmental value. • Strong waste management performance enhances compliance, stakeholder confidence, and sustainability credentials. **Risk:** • Improper handling, storage, or disposal of waste may result in environmental pollution, regulatory penalties, and reputational damage.	The Company mitigates waste-related risks through waste segregation at source, recycling and recovery initiatives, responsible disposal of hazardous and non-hazardous waste, and continuous monitoring of waste generation. The Company promotes resource efficiency through material optimization, reuse of waste wherever feasible, co-processing and recycling partnerships, and circular economy initiatives. Employee awareness programs, compliance monitoring, and periodic reviews help strengthen waste management performance and support the transition towards a more circular and resource-efficient business model	Positive

S. No.	Material identified issue	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)
			• Increasing waste generation can lead to higher disposal costs and inefficient resource utilization. • Failure to comply with waste management regulations may expose the Company to legal and operational risks. • Dependence on virgin materials may increase resource scarcity and supply chain vulnerabilities..		
10	Eco-friendly Product & Innovation	O	MUL recognizes Eco-friendly Product & Innovation as both a business Risk and an opportunity that: **Opportunity:** • Growing customer demand for sustainable and environmentally responsible products creates opportunities for innovation, market expansion, and competitive differentiation. • Development of eco-friendly products using recycled, renewable, and low-impact materials supports the Company's sustainability objectives and enhances brand value. • Sustainable product innovation can improve resource efficiency, reduce environmental impacts across the product life cycle, and strengthen customer relationships. **Risk:** • Failure to innovate and adapt to changing sustainability trends may reduce market competitiveness and customer preference. • Increasing regulatory requirements related to product sustainability, chemicals, and environmental performance may create compliance risks. • Inability to meet customer expectations for sustainable products may result in loss of business opportunities and market share.	MUL mitigates these risks through continuous investment in research and development, sustainable product design, and innovation initiatives focused on improving environmental performance. Efforts include the use of recycled and alternative raw materials, resource-efficient manufacturing processes, product life-cycle considerations, and collaboration with customers and suppliers to develop sustainable solutions. Regular assessment of market trends, regulatory developments, and customer requirements helps drive innovation and support the development of eco-friendly products that create long-term value for customers and stakeholders.	Positive

S. No.	Material identified issue	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)
11	Ethical Business & Governance	R & O	The Company recognizes Ethical Business & Governance as both a business Risk and an opportunity that: **Opportunity:** • Strong governance practices promote transparency, accountability, and ethical decision-making across the organization. • Enhances stakeholder trust, investor confidence, and long-term business sustainability. • Strengthens regulatory compliance and supports responsible business conduct. **Risk:** • Unethical conduct, corruption, fraud, or non-compliance with laws and regulations may result in legal liabilities, financial losses, and reputational damage. • Weak governance practices may undermine stakeholder confidence and affect business continuity. • Failure to maintain effective oversight and internal controls may increase operational and compliance risks. • Data privacy, information security, and regulatory breaches may adversely impact the Company's performance and reputation.	MUL mitigates governance and ethical business risks through a robust corporate governance framework, Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Whistle Blower Mechanism, and compliance management systems. Regular employee training on ethics, integrity, anti-corruption, and responsible business conduct is conducted to strengthen awareness and accountability. The Company maintains strong internal controls, risk management processes, periodic audits, and Board-level oversight to ensure regulatory compliance, transparency, and ethical decision-making. Continuous monitoring and stakeholder engagement further support a culture of integrity and responsible governance.	Positive

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	www.mayuruniquoters.com/policies.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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	ISO 45001	ISO 9001	-	ISO 14001	ISO 45001	-	ISO 9001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is working towards various goals and objectives, including embedding sustainability into all its operations to contribute towards a healthier planet. The Board's Report, which forms part of this Annual Report, contains further information in this regard.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As part of the roadmap to achieve the goals and objectives, the Company has laid down activities which will aid in progress and ultimately achieving the commitment. Performance of each of the principles is reviewed periodically by various committees, if applicable led by the Management and Board of Directors.								
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*	At Mayur Uniquoters Limited, we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders our progress on environment, Social and Corporate Governance performance. Sustainability enables business to thrive in dynamically changing environments. Innovation and adaptation will be key to overcoming challenges and building resilience, especially in the ever- changing environments around us. We believe Sustainability is a journey, and while we belief there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business. We aim to build resilience in our business and among our stakeholders, and we monitor our activities and their environment and social impacts to ensure that we create value for all stakeholders.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Name: Mr. Suresh Kumar Poddar Designation: Chairman and Managing Director & CEO DIN: 00022395 Telephone: 01423-224001 Email ID: secr@mayur.biz								
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 Name: Mr. Suresh Kumar Poddar Designation: Chairman and Managing Director & CEO DIN: 00022395								

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, by Board/Respective Committee of Board									All the policies are reviewed periodically or on a need basis by departments heads, senior management personnel, respective Committee and placed before Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company follows all the applicable statutory and regulatory guidelines and all the Compliance with statutory requirements of relevance to the principles are reviewed periodically or on a need basis by departments heads, senior management personnel and placed before Board of Directors or respective Committee, if required.									Compliance with the laws of land are the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.								

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No The assessment / evaluation of the working of its policies is being done internally.								

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 Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									

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	4	Corporate Laws SEBI Regulations and other regulatory updates Corporate Social Responsibility Activities Labour Laws & NFRA	100%
Key Managerial Personnel	3	Corporate Social Responsibility Activities SEBI Regulations and other regulatory updates Whistle Blower Policy	100%
Employees other than BoD and KMPs	16	Fire & Safety, Awareness on 5s, Awareness on POSH, Anti Bribery, Whistle Blower, DEI, New Labour Codes, Emergency Escalation, Code Of Conduct, ISMS, IMS, First-Aid, Forklift Safety, BLS, Ghg Emission, ERT	92%
Worker	7	Occupational Health & Safety, Skill Upgradation, RM Knowledge, ISMS, BLS, First-Aid, Unsafe Act Unsafe Condition	85%

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 an appeal been preferred? (Yes/ No)
Penalty/ Fine	NIL				
Settlement					
Compounding					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of Case		Has an appeal been preferred? (Yes/ No)
Imprisonment	NIL				
Punishment					

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
The Whistle Blower Policy and Vigil Mechanism covers the concerns regarding anti-corruption or anti-bribery policy. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Management Personnel, other employees, consultants, interns, contractors, agents or any other person associated with the Company and such person acting on behalf of the Company.
Web-link to the policy:- www.mayuruniquoters.com/pdf/mul-whistle-blower-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:

	Financial Year 2025-26	Financial Year 2024-25
Directors	NIL	NIL
KMPs		
Employees		
Workers		

There have been no cases involving disciplinary action taken by any law enforcement agency on charges of bribery/corruption against directors/KMPs/employees/workers that have been brought to the Company's attention.

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

	Financial Year 2025-26		Financial Year 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

There are no cases or incidents related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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	50	40

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	0%	0%
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	N.A.	N.A.
	b. Number of dealers / distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N.A.	N.A.
	b. Sales (Sales to related parties / Total Sales)	29.91%	23.73%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	4.02%	5.34%

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.

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R & D	0.00%	0.00%	The Company is focused on providing its customers with innovative solutions that safeguard the environment and customer wellbeing. Environmental and Social considerations are integrated into the Company's R&D through sustainable product development and R&D machinery updation.
Capex	16.50%	7.92%	1. Installed Electrostatic Precipitator (ESP) systems and air preheating equipment 2. Implemented advanced wastewater monitoring and management infrastructure, including digital flow meters, IoT-enabled monitoring devices ,promoting water conservation and environmental compliance. 3. Invested in renewable energy and energy efficiency projects, including a solar power system, heat recovery systems and energy efficient technology adoption

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
   Yes.
   b. If yes, what percentage of inputs were sourced sustainably?
   59% of material purchase form Supplier Commited to Sustainable Business

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
   The Company does not have any specific product to reclaim at the end of life. However, at the plant sites, there are systems in place in line with regulatory requirement to recycle, reuse and dispose for the above-mentioned waste being generated during the course of manufacturing.

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, Our Plants are registered as importer to comply with the requirements of the Plastic Waste Management Rules, 2016. Consistent with the objective established by Extended Producer Responsibility (EPR), we have formed a partnership with an authorized third party waste recycler to manage the recycling of plastic.

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	383	383	100%	383	100%	0	0.00%	383	100%	0	0.00%
Female	14	14	100%	14	100%	14	100%	0	0.00%	0	0.00%
Total	397	397	100%	397	100%	14	3.53%	383	96.47%	0	0.00%
Other than Permanent employees											
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%

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	68	68	100%	68	100%	0	0.00%	68	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	68	68	100%	68	100%	0	0.00%	68	100%	0	0.00%
Other than Permanent workers											
Male	930	930	100%	930	100%	0	0.00%	930	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	930	930	100%	930	100%	0	0.00%	930	100%	0	0.00%

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.79%	0.22%

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	93.33%	100%	YES	93.23%	100%	YES
Gratuity	100%	100%	NA*	100%	100%	NA*
ESI**	5.20%	22.05%	YES	12.68%	67.94%	YES

*The Company has a defined benefit gratuity plan and pays annual contribution to Life Insurance Corporation of India (LIC) through a Trust, namely Mayur Uniquoters Limited Employees Group Gratuity Scheme.
**Employees who are not covered under the ESI component are provided separate Health Insurance Policy.

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's 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. Everyone is treated and given equal opportunities for employment, regardless of race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, married or domestic partner status, citizenship, familial affiliation, or any other comparable feature Web-policy: www.mayuruniquoters.com/pdf/mayur-sustainability-policy-2023.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	95.10%	96.15%	100%	100%
Female	4.71%	3.56%	0%	0%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	The Company has established a robust and comprehensive Grievance Redressal Mechanism with the primary objective of safeguarding the interests of its workers, employees, and Directors. Well-defined procedures are in place to ensure that the process of lodging complaints, conducting investigations, and reaching fair resolutions is carried out professionally and with utmost confidentiality. Employees are encouraged to initially resolve concerns informally through discussions with their respective Line Manager, Plant Head, or the P&A/HR team. Formal grievance redressal channels include the Prevention of Sexual Harassment (POSH) Committee, Internal Committees, and the Head of HR.
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised 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						
Male	Not Applicable					
Female						
Total Permanent Workers						
Male	Not Applicable					
Female						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	383	357	93.21%	353	92.17%	384	326	84.90%	354	92.19%
Female	14	11	78.57%	12	85.71%	17	12	70.59%	14	82.35%
Total	397	368	92.70%	365	91.94%	401	338	84.29%	368	91.77%
Workers										
Male	68	59	86.76%	57	83.82%	72	67	93.06%	64	88.89%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	68	59	86.76%	57	82.82%	72	67	93.06%	64	88.89%

9. Details of performance and Career development reviews of employees and workers:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees:						
Male	383	383	100%	384	384	100%
Female	14	14	100%	17	17	100%
Total	397	397	100%	401	401	100%
Workers:						
Male	68	68	100%	72	72	100%
Female	0	0	0.00%	0	0	0.00%
Total	68	68	100%	72	72	100%

Note - We have an annual appraisal process, where performance is assessed through ratings system.

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 Occupational Health Management System, including the Environmental Management System, has been implemented in accordance with the requirements of ISO 45001:2018 and ISO 14001:2015 standards. This system covers all manufacturing units of the Company.

      The Company firmly believes that ensuring a safe and healthy work environment is critical to the well-being of its employees. Adopting best practices in occupational health and safety not only enhances overall operational performance but also plays a key role in attracting and retaining top talent.

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

      While consistently implementing measures to enhance employee well-being and healthcare, the Company has also established a comprehensive Hazard Identification and Risk Management System to ensure continuous improvement in occupational health and safety.

      As a result, all manufacturing units have mitigation plans in place for high-risk areas, including machine safety. These mitigation plans clearly define roles and responsibilities, monitoring and control measures, competency training, and awareness programs for individuals involved in such activities.

   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 systems that allow employees and workers to report any work-related hazards. The workforce is periodically provided with the necessary training and awareness sessions to help them identify and report such hazards to the EHS (Environment, Health & Safety) team.

      In parallel, the EHS Manager at each location conducts daily floor interactions and site walkthroughs to monitor the implementation of health and safety measures. As part of the system, all near-miss incidents, safety suggestions, and observations of unsafe acts or conditions are promptly recorded, followed by timely corrective actions to ensure a safe working environment.

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

      Yes. Employees have access to non-occupational medical and healthcare services through company-organized medical camps. These camps offer consultations and health check-ups by reputed doctors from various specialties and hospitals, along with awareness workshops and options for online consultations.

      Additionally, all employees and their eligible dependents are covered under either a comprehensive medical insurance policy or the Employees' State Insurance (ESI) scheme. An ambulance facility is also available at all plant locations to provide immediate support in case of medical emergencies.

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

Safety Incident/ Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2.93	5.45
Total Recordable work- related injuries	Employees	0	0
	Workers	8	19
No. of Fatalities	Employees	0	0
	Workers	0	0
Hi consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

    Our facilities fully comply with all applicable health and safety regulations and uphold high standards of social governance. The health and safety of our employees are of utmost importance. Accordingly, the Company ensures that its operations do not expose employees or workers to any workplace risks or injuries.

    To promote a safe working environment, the Company has implemented several structured and proactive safety initiatives. These initiatives are monitored at various levels and at regular intervals to ensure their continuity, consistency, and effectiveness. The key proactive measures include:

    a) Conducting internal safety inspections and audits
    b) Holding regular safety review meetings
    c) Providing comprehensive safety training
    d) Organizing mock drills for emergency preparedness
    e) Reviewing safety performance and implementing corrective actions
    f) Recording and analyzing potential incident observations

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

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

14. Assessments for the year:

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

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

The Company is fully committed to maintaining a safe and secure work environment for all employees and workers. While no major safety-related incidents or significant risks have been reported, the Company continuously evaluates its health and safety practices through regular audits and assessments.

As part of its proactive approach, the following corrective and preventive actions have been taken or are currently underway:

- **Implementation of Corrective Measures:** In response to minor safety observations, immediate corrective actions such as equipment adjustments, signage updates, and reinforcement of safe operating procedures have been implemented.
- **Behavior-Based Safety Programs:** Awareness initiatives and training sessions have been enhanced to promote a culture of safety and prevent unsafe behaviors.
- **Root Cause Analysis and Preventive Planning:** All reported incidents, including near misses, are thoroughly investigated to identify root causes and implement preventive actions.
- **Infrastructure Improvements:** Where required, physical infrastructure upgrades have been carried out to eliminate potential hazards and improve workplace safety.
- **Periodic Safety Audits:** Regular safety audits and inspections are conducted to ensure compliance with established standards and continuous improvement.

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 and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium and long-term strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company include Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners and Vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	• Customer Meetings • Customer Feedback • Company Website • Customer Survey • Social Media	Ongoing	• Customer Satisfaction • Product Quality /Information • Grievance Redressal
Employees	No	• Notice Boards • Annual Performance Review • Meetings • Trainings • Employee Survey feedback • Company website	Ongoing	• Working condition • Employee performance • Employee Satisfaction • Addressing employees issues
Community	Yes	• Meeting with community representative • CSR initiatives	Ongoing	• Responsible Corporate citizenship • To develop the CSR project along with the community, according to the need of the community
Investors & Shareholders	No	• Email • Annual General Meeting • Investor meets • Newspaper advertisement • Company Website	Quarterly & Ongoing	• Company's quarterly and annual earnings • Business Strategies and Performance • Regulatory Compliance
Government & Regulatory Bodies	No	• Official communication • Channels • Mandatory filings with various regulators • Regulatory inspections & audits • Email	Ongoing	• Compliance • Tax Payments • Policy Advocacy
Supplier and Vendor	No	• Email • Vendor Meeting • Feedback	Ongoing	• Long-term business relations and growth Opportunities • Product development • Quality

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. ofemployees workers covered (D)	% (D / C)
Employees						
Permanent	397	397	100%	401	401	100%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	397	397	100%	401	401	100%
Workers						
Permanent	68	68	100%	72	72	100%
Other than permanent	930	930	100%	910	910	100%
Total Workers	998	998	100%	982	982	100%

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

Category	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	397	0	0.00%	397	100%	401	0	0.00%	401	100%
Male	383	0	0.00%	383	100%	384	0	0.00%	384	100%
Female	14	0	0.00%	14	100%	17	0	0.00%	17	100%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	68	0	0.00%	68	100%	72	0	0.00%	72	100%
Male	68	0	0.00%	68	100%	72	0	0.00%	72	100%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	930	0	0.00%	930	100%	910	0	0.00%	910	100%
Male	930	0	0.00%	930	100%	909	0	0.00%	909	100%
Female	0	0	0.00%	0	100%	1	0	0.00%	1	100%

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

(a) Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs. in Lakhs)
Board of Directors (BoD) (Other Than KMP)	3	7.45	1	7.45
Key Managerial Personnel*	4	144.04	0	0.00
Employees other than BoD and KMP	379	4.89	14	4.92
Workers**	68	2.91	0	0.00

Note: *The remuneration of the Chairman and Managing Director & CEO and Wholetime Director have been included in the remuneration for KMPs.

**Only permanent workers have been included.

b) Gross wages paid to females as % of total wages paid by the entity:

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	2.32%	2.74%

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 Company's Human Resources (HR) function is designated as the focal point for addressing human rights impacts or issues within the organization. In addition, the Company has implemented a Whistle Blower Policy that provides a secure and confidential mechanism for employees to report concerns related to misuse or abuse of authority, fraud or suspected fraud, violations of Company policies, manipulation of records, or any actions that could adversely affect the interests of the Company.

The policy also incorporates necessary safeguards to protect whistleblowers from retaliation or any adverse consequences arising from the reporting of such concerns.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
The Company is committed to upholding the principles of human rights across the organization and among its business partners. It provides equal employment opportunities without any discrimination based on disability, gender, caste, religion, race, ethnicity, background, or color, and to maintain a work environment free from any form of harassment related to these factors.A Code of Conduct and Whistle Blower Mechanism are in place to allow individuals to report grievances in a secure and confidential manner. The Company has well-defined policies and procedures to ensure the effective resolution of any reported human rights violations.

Additionally, the Company has implemented robust processes and policies to prevent sexual harassment in the workplace, ensuring timely and appropriate redressal of complaints.

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		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
The Company has established strict safeguards to protect complainants from any form of retaliation, victimization, or adverse consequences when reporting cases of discrimination or harassment. These mechanisms include:

Confidential Handling: All complaints are treated with strict confidentiality to protect the identity of the complainant.

Non-Retaliation Policy: The Company follows a zero-tolerance approach toward retaliation. Any attempt to intimidate or penalize the complainant will result in disciplinary action.

Whistle Blower Protection: The Whistle Blower Policy ensures that individuals reporting grievances in good faith are protected against any negative repercussions.

Independent Investigation: All complaints are reviewed by an impartial committee or authority to ensure a fair and unbiased resolution process.

Awareness and Training: Regular training and awareness programs are conducted to educate employees on anti-discrimination, anti-harassment policies, and the protection available to complainants.

9. Do human rights requirements form part of your business agreements and contracts? **(Yes/No)**
Yesthe Company incorporates human rights requirements into its business agreements and contracts. All vendors, suppliers, and business partners are expected to comply with applicable laws and uphold internationally recognized human rights principles.

The Company ensures that its contractual terms include clauses related to:

- Prohibition of child labor and forced labor
- Non-discrimination and equal opportunity employment
- Safe and healthy working conditions
- Fair wages and working hours
- Business Ethical practices

10. Assessments for the year:

Particulars	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	No other assessment

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.
The Company is committed to ensuring safe and healthy working conditions through all its operations. No significant risks or concerns were identified during the assessments referenced in Question 10. To further strengthen workplace safety and employee well-being, the Company has been actively conducting awareness campaigns across all manufacturing units, warehouses, retail stores, and office premises. These initiatives aim to encourage employees to act responsibly, remain alert, and prioritize safety while performing their duties.

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

Essential Indicators

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

Parameter	**Unit**	**FY 2025-26**	**FY 2024-25**
From renewable sources			
Total electricity consumption (A)	GJ	2980.90	3122.20
Total fuel consumption (B)	GJ		-
Energy consumption through other sources (C)	Not Applicable	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	2980.90	3122.20
From non-renewable sources			
Total electricity consumption (D)	GJ	61504.88	55,997.71
Total fuel consumption (E)	GJ	329974.31	3,16,881.59
Energy consumption through other sources (F)	Not Applicable		
Total energy consumed from non-renewable sources (D+E+F)	GJ	391479.19	3,72,879.30
Total energy consumed (A+B+C+D+E+F)	GJ	394460.09	3,76,001.50
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/ Rs. Lakh	4.189	4.584
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ Rs. Lakh	-	-
Energy intensity in terms of physical output (Total energy consumed / Linear meter)	GJ/1000 Lmtr	12.20	12.20

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. 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.
No

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	30813	26224
(iii) Third party water	11459	6859
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	42272	33083
Total volume of water consumption (in kilolitres)	42272	44714.37
Water intensity per rupee of turnover *(Total water consumption / Revenue from operations) Killoliters / Lakhs*	0.448	0.545
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output (Total water consumed / Linear meter)	0.0013	0.0014

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

4. Provide the following details related to water discharged.

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not applicable, all plants are Zero Liquid Discharge Plants	Not applicable, all plants are Zero Liquid Discharge Plants
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
Yes, The company has implemented a Zero Liquid Discharge (ZLD) system with a capacity of 5 KLD at the Dhodsar plant with installation of an Effluent Treatment Plant (ETP) and a Sewage Treatment Plant (STP). The primary input for the ZLD facility consists of process water, which is treated accordingly. The purified water from the ETP is reintegrated into our operations, while remaining Utilize in cleaning of solar panels.

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

Parameter	Please specify Unit	FY 2025-26	FY 2024-25
Nox	Mg/Nm3	146.10	159.19
Sox	Mg/Nm3	125.70	102.00
Particulate matter (PM)	Mg/Nm3	95.30	117.22
Persistent organic pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	Not Applicable	-	-

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

Yes, Independent assessment test has been done by Vibrant Techno Lab PVT. LTD. , Team Institute of Science and Technology Private limited and SKS Test Lab Private limited.

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 tonnes of CO2 equivalent*	29831.20	37813.90
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3,if available)	*Metric tonnes of CO2 equivalent*	12130.10	11274.17
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 CO2 equivalent/Thousand Rupees*	0.00446	0.00598
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in termsof physical output		0.00130	0.00145

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
Yes, we are doing projects for reducing Green House Emissions:

A. Afforestation

We have extraordinary accomplishment of planting 13824 tree at Biharipura & Bhojlawa School Ground, Nidhivan Dhoblai and Jamuway Mata Mandir Singod Kalan with we have Plant total 47204 trees at our oxygen zone development park. These sites, conveniently positioned within a radius of 1 km and 3 km near our Dhodsar factory, evoke a sense of joy and fulfillment. This Plantation activity combat climate change with 810.5 tco2e carbon sequestration at their biomass, this activity not only help to fight against climate change also restore biodiversity and natural habitat.

B. Energy Efficiency Drive

At the Dhodsar Plant, the Company implemented multiple energy efficiency initiatives during FY 2025–26, including the installation of Variable Frequency Drives (VFDs) on cooling tower pumps and fans across coating and printing lines, retrofitting of Coating Line-6, and replacement of conventional lighting with energy-efficient LED. These initiatives resulted in an estimated annual electricity saving of 229,882 kWh, contributing to improved energy efficiency, lower operating costs, and reduced greenhouse gas emissions. Also, waste heat from the thermic fluid system was utilized for wet sludge evaporation, reducing thermal energy consumption. At the Gwalior plant, water recovered from the DMF distillation process was reused in manufacturing, reducing fresh water consumption. Additionally, the Thermopac start-up time was optimized from 7:00 AM to 7:30 AM, resulting in an estimated energy saving of 7,012 kWh per month.

C. Renewable Energy

During FY 2025–26, the Company strengthened its renewable energy portfolio by commissioning a 490 kWp rooftop solar power system at the Dhodsar Plant. With the existing 118.81 kWp solar installation at the Jaitpura Plant and 242 kWp at the Gwalior Plant, the Company's total installed solar capacity increased to 850.81 kWp. This initiative reflects the Company's commitment to reducing dependence on grid electricity, increasing the share of renewable energy in its operations, and lowering its carbon footprint.

D. Sustainable Product Development

1. Recycled Yarn and Bio PVC Combinations

We have achieved notable progress in developing materials that combine Recycled Yarn with Bio-based PVC. One of our key products, utilizing Recycled Yarn and Regular PVC, has successfully passed initial quality and feasibility assessments. Building on this success, we developed a product incorporating Recycled Yarn and Bio PVC. Although initial feedback highlighted the need for an additional bio filler component, our response was swift and effective. We created a new variant that includes Recycled Yarn, Bio PVC, and Bio Filler. Preliminary customer testing has yielded positive results, and we are now preparing for further emission testing and seat development evaluations.

2. Bio PVC with Various Fabric Combinations

In our quest to enhance sustainability, we have transitioned from regular fabrics to recycled fabrics in our Bio PVC products. For instance, our product combining Bio PVC with Regular Fabric has been upgraded to use recycled fabric. This change reflects our ongoing efforts to reduce environmental impact by minimizing the use of virgin materials. Several innovative combinations of Bio PVC with Recycled material Fabric and Bio PVC with Bio Filler and Recycled material Fabric have been developed and tested. Test packages for these advanced materials have been dispatched, with feedback eagerly anticipated. These developments underscore our dedication to incorporating recycled and bio-based components into our products, aligning with our sustainability goals.

3. Life Cycle Assessment and Environmental Product Declarations

As part of our commitment to transparency and environmental stewardship, we have conducted Life Cycle Assessments (LCA) and Environmental Product Declarations (EPDs) for several of our products. For example, the LCA project for Regular PVC combined with Regular Fabric has been completed, providing valuable insights into the environmental impact of our materials. Similarly, we have completed an LCA project for Bio PVC combined with Recycled Fabric, further demonstrating our commitment to evaluating and improving the sustainability of our products. Product data for combinations of Regular Polyurethane (PUR) and Regular Fabric have also been submitted for LCA and EPD studies. These initiatives highlight our proactive approach to understanding and mitigating the environmental footprint of our products, ensuring that we remain at the cutting edge of sustainable manufacturing

4. Collaborative Efforts

Our success in sustainable product development is bolstered by strong collaborations with leading automotive manufacturers. These partnerships are instrumental in advancing our sustainability initiatives and ensuring that our products meet the rigorous demands of the automotive industry

a. Collaborations with Mercedes

Our collaboration with Mercedes has yielded significant progress in sustainable product development. While Mercedes initially approved a product combining Recycled PES and Regular PVC, subsequent developments incorporating Recycled PES and Bio PVC were met with requests for Bio filler added material. However, ongoing efforts have resulted in the development of a product combining Recycled PES, Bio PVC, and Bio Filler, with positive preliminary testing feedback. Mercedes' completion of LCA projects for products featuring Regular PVC + Regular Fabric and Bio PVC + Recycled Fabric further underscores their commitment to environmental stewardship and innovative solutions

b. Collaborations with BMW

We have played a crucial role in expanding our portfolio of sustainable products. Notably, BMW's standard and light quality products have undergone fabric upgrades from regular to recycled, demonstrating a commitment to incorporating eco-friendly materials into automotive components. Test packages for various material combinations, including Bio PVC and Recycled PES Fabric, have been sent to BMW, feedback pending. These collaborative efforts highlight BMW's dedication to environmental sustainability and driving innovation in automotive manufacturing.

c. Collaboration with FCA

We are advancing our sustainability initiatives. Product data for an LCA and EPDs study on Regular PU and Regular Fabric combinations was submitted, showcasing our commitment to transparency and environmental responsibility. This partnership underscores FCA's dedication to exploring eco-friendly alternatives in automotive manufacturing, fostering a shared vision for a greener future.

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

Parameter	FY 2025-26	FY 2024-25
Plastic Waste **(A)**	132.80	105.58
E-waste **(B)**	1.62	1.12
Bio-medical waste ***(C)***	-	-
Construction and demolition waste ***(D)***	-	-
Battery waste **(E)**	14.05	-
Radioactive waste ***(F)***	-	-
Other Hazardous waste. Please specify, if any. ***(G)***	87.54	80.10
Other Non-hazardous waste generated ***(H).*** *Please specify, if any.* (tonnes) (Break-up by composition i.e. by materials relevant to the sector)	7957.30	3217.06
Total (A+B + C + D + E + F + G + H)	**8193.31**	**3403.86**
Waste intensity per rupee of turnover *(Total waste generated / Revenue from operations) MT/Lakhs*	0.0877	0.415
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*(Total waste generated / Revenue from operations adjusted for PPP)*	-	-
Waste intensity in terms of physical output	0.00025	0.00011
Waste intensity *(optional) – the relevant metric may be selected by the entity*	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1063.50	1026.32
(ii) Re-used	7042.30	2298.20
(iii) Other recovery operations	-	-
Total	**8105.80**	**3324.52**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	34.80	34.97
(iii) Other disposal operations	52.70	44.37
Total	**87.50**	**79.34**

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

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.

MUL Non-hazardous waste generated from operations is segregated at source and, wherever feasible, reused internally or sent to authorized recyclers for recycling. Hazardous waste, such as used oil, waste oil, contaminated containers, and process residues, is handled in compliance with applicable environmental regulations and disposed of only through authorized recyclers, pre-processors. Waste that cannot be recycled is sent for co-processing, pre-processing, or secure landfilling through authorized agencies.

At Dhodsar plant, we installed ETP and STP for water treatment, water from the ETP is reused in our process, and reject water is evaporated and Sludge desposed through authorizes vendor. At our Gwalior and Jaitpura plant, we have STP installed and the water is used for gardening. Dhodsar Plant have ZLD for Process use Water and it is efficient to reduce Watse water in our operation.

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.
No, we don't have any of our offices in any of ecological Sensitive area			

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
We are conscious of our environmental actions and our plant operations. However, we do not conduct EIA for our projects.					

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:

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, we are following all applicable environmental laws, regulations, and guidelines in India.				

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.

   The Company believes that conducting business as a good corporate citizen of the Country enhances brand value and leads to sustainable growth. The Company is associated / affiliated with 9 (Nine) trade and industry chambers / associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Council of EU Chambers of Commerce in India	National
2	Confederation of Indian Industries	National
3	Council for Leather Exports	National
4	Indian Footwear Components Manufacturers Association	National
5	Automotive Component Manufactures Association of India	National
6	The Plastics Export Promotion Council	National
7	The Synthetic & Rayon Textiles	National
8	The Rajasthan Textile Mills Association	State
9	Rajasthan Chamber of Commerce	State

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

Name of Authority	Brief of Case	Corrective action taken
There are no cases of anti-competitive conduct on the Company in FY 2025-26.		

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 projects	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results Communicated in public domain (Yes/No)	Relevant Weblink
No projects were undertaken					

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	Amount paid to PAFs in the FY (In INR)
No projects were undertaken						

3. Describe the mechanisms to receive and redress grievances of the community.
To ensure effective redressal of grievances, the Company has introduced a Vigil Mechanism/Whistle Blower Mechanism that enables all stakeholders to freely and confidentially communicate their concerns. Additionally, the Company has implemented a comprehensive Sexual Harassment of Women at Workplace Policy, which is available on the Company's website for transparency. For grievances related to labor issues, a dedicated Committee has been established to maintain a Complaint Register and address concerns promptly. Furthermore, a Suggestion Scheme has been introduced to facilitate the resolution of grievances through constructive feedback and collaborative solutions.

Vigil Mechanism / Whistle Blower Policy
The Company has established a Vigil Mechanism, also known as the Whistle Blower Policy, which allows employees, community members, and external stakeholders to confidentially report any concerns or grievances.

Sexual Harassment Redressal Policy
In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Mayur Uniquoters has instituted a comprehensive policy to prevent and address sexual harassment. An Internal Complaints Committee (ICC) has been formed to investigate complaints thoroughly and ensure a safe, respectful, and inclusive workplace environment.

Grievance Handling Platform
The Company maintains a dedicated grievance-handling platform via email and other communication channels, enabling stakeholders to directly register complaints. To facilitate unbiased discussion and resolution, a Workers' Committee has been established, which maintains a formal complaint register. If complainants remain dissatisfied with proposed solutions, they can utilize the Company's Suggestion Scheme to propose alternative resolutions, fostering collaborative and harmonious outcomes

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs / small producers	20.86%	13.00%
Directly from within India	49.74%	45.00%

Note: Only for Raw Material.

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	57.00%	58.00%
Semi-urban	0.00%	0.00%
Urban	40.00%	39.00%
Metropolitan	3.00%	3.00%

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

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.
During the year under review, the Company maintained its focus on customer services. Any query/complaint is reported by customer to Marketing by verbal message or written communication or through mail. Quality Person visits the customer gather information, suggest suitable parameters, take trials, collect sample and send to the quality department at plant with all details for further analysis. Quality department analyses the sample/ report and gives results/ feedback which is sent to customer and close the query/ complaint, accordingly. Sometimes goods return/ claim is there in case material is not workable before closing complaint/ query.

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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26			FY 2024-25		
	Number of complaints received during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints received during the year	Number of complaints pending resolution at close of the year	Remarks
Data Privacy	NIL		None	NIL		None
Advertising						
Cyber Security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	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.

   Web link of the policy: www.mayuruniquoters.com/pdf/mayur-sustainability-policy-2023.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.

   No regulatory action has ever been done regarding advertising, essential services, cyber security, data privacy or product recalls.

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches	None
b.	Percentage of data breaches involving personally identifiable information of customers	0%
c.	Impact, if any, of the data breaches	Not Applicable

For and on behalf of the Board of Directors of
Mayur Uniquoters Limited

Place: Jaipur
Date : August 05, 2026

Suresh Kumar Poddar
(Chairman and Managing Director & CEO)
(DIN-00022395)