



MTPL/SECT/35/2025-26

Date: August 29, 2025

To The Secretary, Listing Department, BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai-400001. Scrip Code: 533080	To The Manager, Listing Department, National Stock Exchange of India Limited, Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai-400051. Symbol: MOLDTKPAC
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for Financial Year 2024-25

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report of Mold-Tek Packaging Limited for the Financial Year 2025-26.

This is for your kind information and records.

Thanking you,

Yours faithfully,
For Mold-Tek Packaging Limited

Harshita Suresh Chandnani
Company Secretary and Compliance Officer

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT OF MOLD-TEK PACKAGING LIMITED (MTPL) FOR F.Y. 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L21022TG1997PLC026542
2.	Name of the Listed Entity	Mold-Tek Packaging Limited
3.	Year of incorporation	1997
4.	Registered office address	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad, Telangana- 500033, India
5.	Corporate address	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad, Telangana- 500033, India
6.	E-mail	cs@moldtekpackaging.com
7.	Telephone	(+91) 40 40300300
8.	Website	www.moldtekpackaging.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) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 16,61,44,570/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Harshita Suresh Chandnani Company Secretary and Compliance Officer Ph. No.: (+91) 40 40300330 E-mail: cs@moldtekpackaging.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of Assurance Obtained	Not Applicable

II. Product/Services:

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity (FY 2025-26)
1	Manufacturing	Manufacturing of Rigid Plastic Packaging Containers	100

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

Sr.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Rigid Packaging Containers	22203	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	10	6 (comprising of 1 Registered Office, 4 Godown cum Depots and 1 Marketing office)	16
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of Locations:

Locations	Number
National (No. of States/UTs)	22 States and 4 Union Territories
International (No. of Countries)	8

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

The contribution of exports is 1.02% of the total turnover of the entity.

c. A brief on types of customers

Mold-Tek Packaging Limited (MTPL) caters to a diverse range of B2B clients across several industries, including lubricants, paints, pharmaceuticals, food products, adhesives, construction chemicals, bio-fertilizers, aqua feed, veterinary products, and chemicals. The company provides packaging solutions featuring various decorative techniques such as In-Mould Labeling (IML), Heat Transfer Labeling (HTL), Dry Offset Printing (DOP), and Screen Printing (SP). By designing and developing our own molds in-house, we ensure high-quality products that meet international standards while offering competitive local pricing. Clients choose MTPL for our exceptional quality and service.

IV. Employees:

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	972	928	95.47%	44	4.53%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	972	928	95.47%	44	4.53%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	2,449	1,599	65.29%	850	34.71%
6.	Total workers (F + G)	2,449	1,599	65.29%	850	34.71%

Notes:

1. In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.
2. Our Total Permanent employees exclude Executive directors of the Company.

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

As on March 31, 2026	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	6	2	33.33

22. Turnover rate for permanent employees and workers:

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.73%	0.77%	15.50%	21.80%	0.70%	22.50%	12.42%	8.10%	12.19%
Permanent Workers*	-	-	-	-	-	-	-	-	-

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

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

Sr. No.	Name of the holding / subsidiary / associate companies /joint ventures(A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	The Company does not have any holding, subsidiary, associate company or joint venture as on March 31, 2026			

VI. CSR Details:

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

(ii) Turnover: ₹88,661 lakhs

(iii) Net Worth: ₹67,186 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 2025-2026 (Current Financial Year)			FY 2024 – 2025 (Previous Financial Year)		
		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, MTPL has a grievance redressal mechanism in place for all of its stakeholders. The processes are established internally and conveyed to the Stakeholders.	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		0	0	-	4	0	-
Employees and workers		0	0	-	0	0	-
Customers & Value Chain Partners –		20	0	A 20% reduction has been achieved. A total of 18 Video Inspection systems (installed across both U1 and U10) are operational to identify defects and eliminate defective products during production. Installation on additional machines is also in progress, particularly for thin-wall products. Controls have been further strengthened to prevent functional complaints related to RCPP. Additionally, a new RCPP vendor has been introduced, consistently supplying high-quality material and supporting improved product performance and process stability.	25	0	Mixup's, Transit damages are reduced significantly compared to previous year. To reduce visual defects related complaints, Installation of Vision Inspection system is under progress.

* Note: Investor Grievances: Investor Grievances can be addressed at ir@moldtekpackaging.com or cs@moldtekpackaging.com via email.

For customer and value chain partner related grievances, refer link: <https://www.moldtekpackaging.com/contact.html>

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:

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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.	Energy Management	Opportunity	Energy Management helps reduce operational costs, energy consumption, waste and greenhouse gas emissions. Effective energy management enhances corporate reputation, attracting Eco conscious investors and customers. Overall, energy management is key to long-term business sustainability, minimizing environmental impact, and supporting the transition to a low-carbon economy. The Company has started gradually replacing the Hydraulic machines in its factories with Electric Machines which will bring down electric unit consumption significantly and has installed solar power generating systems in its units to channel the electric energy requirements.	NA	Positive Cost savings through improved energy efficiency, electricity expenses reduced and enhanced brand reputation attracting sustainability conscious stakeholders.
2.	Water Management	Opportunity & Risk	Opportunity -Responsible use of water supports the Company's actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through Sewage Treatment Plants to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption. Risk - cooling towers are used for injection moulding machines and they require continuous supply of water, if ground water or external supply is reduced then business may get effected.	Water scarcity may affect production. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.	Positive: Efficient water use reduces operating cost and compliance risk. Negative: Water shortages could disrupt our business operations and result in significant financial losses

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Occupational Health and Safety (OHS)	Opportunity & Risk	Opportunity: Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee/ worker safety and overall health wellbeing, leading to improved productivity. We dedicate significant efforts to uphold high standards of Health, and Safety in the workplace, recognizing that any lapses in these areas could have serious consequences. Risk: The manufacturing operations of the Company require employees to interact with machinery and material handling equipment, all of which carry an inherent risk of injury.	At MTPL, we maintain strict adherence to health and safety protocols across all our plants and office locations. Various methods to mitigate risk are done from time to time. We regularly conduct health and safety training for employees and workers, supplemented by risk assessment, periodic audits and surprise checks to ensure full compliance with all protocols.	Positive: Costs associated with employee benefits and training, balanced against savings from reduced employee turnover and enhanced productivity. Negative: Any accident may cause damage to reputation and incite potential legal actions by local authorities. But Implementing health and safety protocols have created positive differences to all direct and indirect stakeholders of the Company as well as it has enhanced the brand value significantly.
4	Customer Satisfaction	Opportunity & Risk	Opportunity: Customer trust and satisfaction are paramount in a competitive market. By embedding stringent quality control systems and adhering to responsible manufacturing practices, the Company can consistently deliver high-quality products that meet or exceed customer expectations. A customer-centric approach fosters brand loyalty, differentiates the Company in competitive markets, and enhances its reputation as a dependable and quality-focused supplier. Risk: As a manufacturer of packaging materials for prominent clients across various sectors, the Company faces significant risks if product quality is compromised. Defective packaging can result in physical damage to products, contamination, or health hazards for end users, potentially triggering product recalls. Such incidents can damage client relationships, lead to loss of business, and cause reputational harm. Moreover, failure to meet customer-specific quality requirements may result in contract penalties and diminished market credibility.	Continuous improvement of user experience, customer support, and transparent communication with clients. Implementing feedback loops to address issues promptly. Continuous monitoring of customer feedback via internal and external channels.	Positive: Increased customer retention, higher repeat business, enhanced brand reputation, and improved market positioning through demonstrated quality and reliability. Satisfied customers also contribute to long-term revenue stability and act as advocates, attracting new clients and partnership opportunities. Negative: Negative implications may include financial losses due to product recalls, customer churn, penalties for quality lapses, and reputational damage if customer expectations are not met. Failure to act on quality-related risks could also impact future contract renewals and access to high-value clients.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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)
5	Governance and Ethical Business Practices	Risk	Strong governance and ethical practices are foundational to long-term business success and stakeholder trust. Poor governance can lead to regulatory penalties and reputational damage.	Strengthening governance structures, ensuring compliance with all relevant laws and regulations, and promoting a culture of ethics across the organization. The Company is led by strong leadership and capable execution teams.	Positive: It helps in transforming the business and levelling it up. Costs associated with governance audits and compliance, offset by the avoidance of legal penalties and enhanced investor confidence. Negative: Failure to comply can result in fines and harm to reputation.
6	Greenhouse Gas (GHG) Emissions	Risk	Ineffective control of greenhouse gas (GHG) emissions can contribute to climate change, pose threats to public health, and lead to environmental degradation. As regulatory frameworks around carbon emissions tighten globally, the Company faces potential exposure to compliance risks, and reputational damage if emissions are not properly measured, reported, and reduced. These risks are particularly significant given growing scrutiny from investors, customers, and regulators on climate-related performance.	The Company level policy on Energy Management acts as a guideline for managing and optimizing energy consumption and emissions, in line with India's goal of being Net Zero.	Positive: Reduced energy costs, enhanced operational efficiency, contribution to environmental sustainability, improved brand reputation, and stronger stakeholder and investor trust. Effective emissions management also supports long-term resilience and competitiveness in a low-carbon economy. Negative: Potential regulatory penalties, reputational damage, and supply chain disruptions if timely and adequate action is not taken to manage emissions and meet stakeholder expectations.
7	Labour Practices	Opportunity	Our people are vital contributors to value creation and are our most valuable assets. We strive to attract qualified employees with relevant experience, provide them with best-in-class training, and develop their skills to propel MTPL to greater heights. To foster a positive working culture at MTPL, we have implemented progressive people practices aimed at retaining and attracting top talent. Our leadership regularly assesses our practices in this regard and adopts appropriate measures to enhance our workforce capabilities.	NA	Positive: Enhancing the experience of our employees directly contributes to the Company's productivity and enables us to attain our objectives and business performance over time.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Waste Management	Opportunity & Risk	Opportunity: Adopting a robust waste management strategy aligned with circular economy principles, such as waste minimization at source, reuse, recycling, and responsible disposal, can yield long-term value and significantly improve company's environmental performance and compliance standing. Risk: The Company's manufacturing activities primarily generate non-hazardous waste along with smaller quantities of hazardous waste. Inefficient or improper disposal methods can lead to serious consequences, including health and safety hazards for workers, contamination risks for surrounding communities, and ecological degradation. Moreover, evolving environmental regulations are becoming increasingly stringent, and non-compliance can result in financial penalties, legal liabilities, and reputational harm.	To mitigate waste-related risks, the Company actively works to reduce waste at the source by deploying newer technologies and maintaining full compliance with applicable local and national regulations. Structured systems are in place for the safe handling, storage, and transportation of both hazardous and non-hazardous waste.	Positive: Operational efficiency gains through resource optimization, improved regulatory compliance that helps avoid fines and legal risks, and enhanced stakeholder trust driven by responsible waste management and environmental stewardship. Negative: Environmental degradation and harm to ecosystems due to improper disposal or landfill accumulation, as well as potential financial liabilities arising from non-compliance with waste management regulations.
9	Data Privacy and Cyber Security	Risk	The Company relies on digital systems for operations, procurement, supply chain, finance, customer engagement and business continuity. Cyber incidents, data breaches or system disruptions may affect confidential information, business operations and stakeholder trust.	The Company has implemented cyber security controls, access management, data protection measures, system monitoring and business continuity measures. Redundancy in IT infrastructure, backup systems and incident response processes are being strengthened to prevent and respond to potential cyber threats	Negative Cyber incidents may result in business disruption, recovery costs, regulatory exposure, reputational damage and potential financial loss. The assessment and quantification of specific financial impact is an ongoing process
10	Community Relations	Opportunity	Building strong Community relations allows the Company to foster trust and support between a company and local stakeholders. Positive community engagement can enhance corporate reputation, operational smoothness, and build a strong social license to operate. They address community concerns, support local development, and lead to mutually beneficial partnerships that strengthen long-term sustainability.	NA	Positive: With strong community relation, MTPL expects to operate for the overall well-being of society enhancing the possibilities of higher economic returns for the company as well as the communities where we operate.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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	Human Rights and Employee Well-being	Opportunity	A motivated and well supported workforce is essential for productivity and innovation. High turnover rates can result in increased recruitment and training costs. MTPL is dedicated to sustainable development principles, which encompass protecting human rights, respecting individuals' dignity and wellbeing, and ensuring equal rights for all. Offering comprehensive employee benefits, career development opportunities, and fostering a positive work culture. Regular employee engagement surveys to monitor satisfaction levels.	NA	Positive: Costs associated with employee benefits and training, balanced against savings from reduced turnover and enhanced productivity.

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.

Sr.No.	Principle Description	Reference of the Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	• Policy for determining materiality of an event or information • Familiarization programs imparted to independent directors • Policy on materiality of and dealing with related party transactions • Policy on diversity of the Board of Directors • Code of Conduct for Board Members and Senior Management • Anti-Bribery and Anti-Corruption Policy • Code of Conduct to Regulate, Monitor and Report Trading by Designated Person and their immediate relatives, • Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
P2	Businesses should provide goods and services in a manner that is sustainable and safe	• Environmental, Social and Governance (ESG) Policy. • Environment, Health and Safety Policy
P3	Businesses should respect and promote the wellbeing of all employees, including those in their value chains	• Vigil Mechanism/Whistle Blower Policy • Nomination and Remuneration Policy • Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace • Code of Conduct for Board Members and Senior Management • Code of Conduct for Suppliers and Service Providers

Sr.No.	Principle Description	Reference of the Company's Policies
P4	Businesses should respect the interests of and be responsive to all its stakeholders	- Vigil Mechanism/Whistle Blower Policy - Corporate Social Responsibility Policy - Nomination and Remuneration Policy - Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
P5	Businesses should respect and promote human rights	- Vigil Mechanism/Whistle Blower Policy - Nomination and Remuneration Policy - Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace
P6	Businesses should respect and make efforts to protect and restore the environment	- Environmental, Social and Governance (ESG) Policy. - Environment, Health and Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	- Code of Conduct for Board Members and Senior Management - Anti-Bribery and Anti-Corruption Policy
P8	Businesses should promote inclusive growth and equitable development	Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	- Code of Conduct for Suppliers and Service Providers - Environmental, Social and Governance (ESG) Policy. - Environment, Health and Safety Policy.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes. The Policies which are statutorily required to be adopted and approved by the Board/Board Committees, as applicable, have been approved by them, while the others policies related to workforce and other matters have been formulated and implemented by the Human Resource and other concerned departments of the Company respectively.								
c. Web Link of the Policies, if available	The statutory policies are available on the website of the Company i.e https://www.moldtepackaging.com/investors.html#tab-5 and some internal policies as applicable are available on the internal platform of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company's policies on the weblink shared above and/ or other policies available the above-mentioned Principles and the Company expects and encourages its value chain partners to adhere to the same in all their dealings.								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)									
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.	Responsible Business Conduct: MTPL's policies are aligned with the principles of the National Guidelines on Responsible Business Conduct (NGRBC). ISO 9001:2015: MTPL is certified for its quality management system, covering manufacturing, marketing, and purchasing activities related to its plastic packaging products. Products covered: The certification applies to injection-molded plastic packaging containers, pails, closures, pharmaceutical and food packaging containers, and related components.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Food safety management: MTPL follows ISO 22000:2018, ISO/TS 22002-4:2013, and FSSC 22000 Version 5.1 requirements. Food-packaging processes: These certifications cover processes including polypropylene resin and master-batch mixing, label impregnation, and injection molding of in-mould-labeled containers, lids, and dispensing pumps for the food industry.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	ESG commitments: MTPL has defined long-term goals covering energy conservation, nature-positive practices, workplace safety and equality, water management, ethics, transparency, quality, accountability, and corporate governance. CSR initiatives: The company contributes to society through programs supporting education, healthcare, women’s empowerment, and sanitation. Environmental compliance: Its facilities are certified as Green Zones by the Pollution Control Board. Recycled Plastic Utilization: MTPL emphasizes resource efficiency by reusing plastic waste generated during its injection-molding operations. The company reports achieving zero waste from these processes, with liquid and solid waste carefully reused wherever possible. The company also maximizes the utilization of externally reprocessed plastic granules, wherever feasible, based on customer requirements and applicable government regulations. This approach helps reduce plastic waste sent for disposal and promotes a circular use of materials within its manufacturing operations. Water recycling: Domestic wastewater is treated in a sewage treatment plant (STP) and the recycled water is reused for gardening. Performance monitoring: The company regularly tracks its performance against its sustainability and ESG commitments.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors has authorized the Management to oversee the implementation of the company’s ESG targets. Key Performance targets across ESG parameters are set internally and tracked and acted upon continuously. These relate to Waste Generation, Water usage, Energy Consumption Efficiency, cost reduction through technology. MTPL’s facilities are certified as Green Zones by the Pollution Control Board. The company has achieved zero waste from its injection molding processes, and any liquid or solid waste that is produced is carefully reused. Domestic waste water is recycled through a sewage treatment plant and repurposed for gardening. Additionally, the Company is in the process of gradually replacing hydraulic machines in its factories with electric machines, which will significantly reduce electricity consumption. Solar power systems have been installed to meet energy needs, optimizing resource use and lowering the company’s carbon footprint. The Company is committed to responsible water use as part of its sustainable growth efforts. Used water from its offices and facilities is treated through STPs and reused for watering plants and trees, thereby minimizing overall water consumption. Chillers have also been installed to further reduce water usage. As a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company has partnered with an organization specializing in the collection and recycling of post-consumer plastic waste. This organization also provides solutions, services, and digital technology platforms to support the Company’s compliance with these regulations.								
Governance, leadership and oversight									

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
7. Statement by director responsible for the business responsibility and sustainability report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) MTPL recognises the critical role of sustainability in today's world. We believe that ESG practices are fundamental to our long-term success and the well-being of our stakeholders and the same is reflected in our Company's ethos, shaping our goals and vision. We have established goals to minimize our carbon footprint and resource consumption, while maintaining ethical sourcing and responsible supply practices. We are committed to being a responsible, equitable, and accountable organization, with a strong focus on the well-being of our associates, clients, shareholders, and communities. We are dedicated to sustainable development and are developing strategies to address climate change by optimizing resource and energy use. Our commitment includes increasing the use of green energy in our manufacturing processes. Additionally, we aim to achieve water neutrality by optimizing water use, implementing recycling and reuse practices, and significantly reducing our dependence on freshwater. MTPL is committed to fostering a safe, inclusive, and fulfilling work environment for our employees and communities, upholding high ethical standards, and developing high quality products for our customers. Our empowerment efforts extend beyond compliance related trainings and include human rights training and skill-upgrading programmes. MTPL believes that strong human capital management is essential for achieving continued success. Our talent management approach cultivates future leaders who can facilitate the Company's journey towards sustainable growth.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors monitors the implementation of the business responsibility policies chaired by Mr. J. Lakshmana Rao (DIN: 00649702)- Chairman & Managing Director of the Company and discussions are conducted at regular intervals to discuss the Environment, Social and Governance aspects.								
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.	The Company does not have a committee for decision-making on sustainability concerns. The Board of Directors are accountable for making decisions on all sustainability-related matters.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The statutory policies are periodically reviewed by the Board of Directors and its Committees based on the requirements and within the prescribed statutory timelines. The responsibility for implementing the policies rests with the respective functional heads, and they are subject to review by the management. The Policies of the Company are reviewed periodically or on need basis by respective Department heads/Executive Directors/ Board Committees/Board of Directors, as applicable.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the applicable law and regulations. There have been no instances of non-compliance.																	
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No However, all the policies and processes of the Company are internally evaluated from time to time.																	

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

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

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

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors KMP	4 (as part of board meetings for both Directors and KMPs) and Multiple sessions through VC/OAVM for KMPs as part of Senior Management meetings.	- Familiarization programmes for the Board of Directors/ KMPs - Organization structure, vision, mission, objectives, processes, and systems - Key operational performance and business updates - Innovation, R&D and product development initiatives - Current regulatory and statutory developments, amendments, issues, and challenges. - Strategy/business plan, including yearly targets, commercial issues, etc. - Details of existing and ongoing projects - Code of Conduct - Provisions of SEBI (Prohibition of Insider Trading) Regulations - Vigil Mechanism/Whistle Blower Policy	100%
Employees other than Board of Directors and KMPs	20	POSH training, First Aid, PIT Training, Safety Awareness Training, Products trainings, Induction programmes, Annual performance bonus trainings, fire drill	100%
Workers	20	POSH training, First Aid, Safety Awareness Training, fire drill	100%

Note: Health and Safety related training and awareness sessions are being conducted and provided to the workers at regular intervals.

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					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an Appeal been referred? (Yes/No)
Penalty/ Fine			Nil		
Settlement					
Compounding Fee					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment			Nil		
Punishment					

No fines and penalties (monetary or non-monetary) were reported against any Directors and KMPs in the reporting financial year.

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

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

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

Yes.

The Company has a robust and comprehensive the Anti-Bribery and Anti-Corruption Policy in place to ensure ethical business practices and maintain the highest standards of integrity in its business conduct.

The policy broadly covers money laundering and anti-competitive practices. The Company is committed to conduct business in an ethical and honest manner, to implement and enforce the systems that ensure bribery and corruption are prevented. The Company respects all laws relating to anti-bribery and corruption in all the jurisdictions in which it operates.

The policy explicitly prohibits Directors and employees from engaging in any activities that are dishonest or lacking in integrity. This includes, but is not limited to:

- Issuing untrue, false, misleading, or fraudulent statements regarding the Company and its business.
- Stealing proprietary or confidential information.
- Adopting illegal means for increasing profits.
- Indulging in bribery or any corrupt practices, including unfair inducement of government officials.

These guidelines ensure that all business activities are conducted with the highest level of honesty and integrity. The policy can be accessed at the company website at <https://www.moldtekpackaging.com/investors.html#tab-5>

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of interest of KMPs	Nil	N.A.	Nil	N.A.

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

-Not Applicable

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	30.51	20.88

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.68%	2.28%
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	100%	-

Leadership Indicators:
1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

- The Company encourages its value chain partners to uphold high ethical standards in their business dealings. To support this, the Company deposes relevant personnel across functions to engage with value chain partners through periodic interactions, during which awareness on applicable principles is promoted. As a standard practice, we regularly take initiatives to familiarize and ensure compliance with the Company's various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and the Code(s) on PIT, among others. These initiatives integrate the principles and core elements of the National Guidelines on Responsible Business Conduct (NGRBC) throughout the year during engagements and interactions with our value chain partners. The aforementioned codes are also available on the website of the Company at www.moldteckpackaging.com.

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes	Remarks
The Company encourages its value chain partners to uphold high ethical standards in their business dealings. To facilitate this, the Company deposes personnel at different levels to engage with value chain partners and promote awareness programs among them.			

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

- Yes, the Company has implemented a Code of Conduct to manage conflicts of interest involving members of the Board. The Code requires that all Board of Directors, Key Managerial Personnel and Senior Management Personnel act in the best interest of the Company, fulfill their fiduciary responsibilities, and refrain from actions that could give rise to conflicts of interest.

All Directors, KMPs and SMPs are required to disclose any personal interest they may hold in other entities that could lead to Related Party Transactions (RPTs). In such cases, the concerned individual must abstain from participating in discussions or decisions relating to the matter, thereby upholding transparency and objectivity in the Company's governance processes.

Additionally, if a potential conflict is unavoidable, the Director, KMP or SMP involved is required to make a full disclosure to the Board. Annual affirmations of compliance with the Code are mandated, reinforcing ongoing accountability and adherence to ethical standards. The Code is available on the Company's website at: <https://www.moldteckpackaging.com/investors.html#tab-5>

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

Essential Indicators:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D and Capex	A total of ₹758.87 lakhs (i.e. 0.85% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes.	A total of ₹703.80 lakhs (i.e. 0.90% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes.	The Company has invested in research and innovation, leading to improved energy management, optimal resource utilization, reduced carbon footprint, and enhanced process efficiency. Environmental and social impact assessments are integral to new product development and process changes. The capital expenditures and R&D investments made by the Company include costs associated with mitigating environmental and social risks. These costs are inherent to the projects, making it impractical to separate them for individual identification. A key initiative is increasing the share of renewable energy in our overall energy portfolio, which underscores our commitment to sourcing clean energy and transitioning to lower carbon operations, thereby directly benefiting the environment.

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

Yes. The Company sources its core raw materials from leading manufacturers and suppliers that continuously enhance their technologies and invest in research and development. These efforts support the sustainability, quality, and efficiency of the products supplied to the Company, while contributing to responsible and sustainable value-chain practices.

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

- MTPL follows a Green Procurement Guideline that integrates social, ethical, and environmental considerations into the onboarding of new suppliers and the periodic evaluation of existing suppliers. The Company is committed to identifying and procuring materials derived from renewable sources, wherever feasible. Supplier selection and evaluation extend beyond cost considerations to encompass resource efficiency, product quality, lifecycle impacts, and overall environmental performance. Preference is given to suppliers and vendors whose practices and commitments are aligned with the Company's sustainability principles.

MTPL follows ISO-aligned procedures for sustainable sourcing, including transportation, and has established a robust framework for vendor selection, registration, evaluation, and management. The framework incorporates vendor ratings and comprehensive audits to assess supplier performance and compliance. To enhance transparency, efficiency, and traceability across the supply chain, the Company has implemented e-procurement and e-payment systems. The vendor selection and evaluation process places strong emphasis on Health, Safety and Environment (HSE) standards, ethical conduct, and sustainable business practices. As a result of these initiatives, more than 90% of the Company's inputs are sourced sustainably.

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.

Plastics (including packaging):— MTPL has a system in place to ensure that all process rejections are recycled and reused. Since our products are made from polypropylene plastic, which is easily recyclable, rejected materials are ground into small pieces and reintroduced into the production process. Any waste that isn't plastic is disposed of according to PCB guidelines. As a B2B company, we sell our products to customers who use them for primary and secondary packaging, meaning the responsibility for disposal and end-of-life management falls to them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, MTPL has partnered with an organization that handles the collection and recycling of post-consumer plastic waste. This organization helps us comply with these regulations and offers solutions and services, including digital technology platforms. We also purchase post-consumer recycled materials from various vendors and collaborate with them to enhance the quality of these materials, aiming to increase their use in our products in line with Extended Producer Responsibility (EPR) guidelines.

- (a) **E-waste:-** As per the policy of the Company on the completion of the lifecycle of the product, the e-waste are sold to the vendors. The vendor then collects the material and necessary e-waste certificate is being issue to the Company.
- (b) **Hazardous Waste:-** MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero. The Company does not produce any material amounts of hazardous waste and other non- hazardous liquid or solid wastes released are re-used in controlled way.

As per the consent order from PCB (Pollution Control Board) waste oil is considered as Hazardous waste, hence we are disposing the same to authorized recyclers and kept the same on record.

As per Waste Management Rules we are disposing the E- waste and Plastic waste through the authorized vendors.

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.**

The Company is subject to Extended Producer Responsibility (EPR) as defined by the Plastic Waste Management Rules, 2016, in its role as a Producer/Importer/Brand Owner (PIBO). To fulfill these EPR obligations, the Company has partnered with an organization responsible for the collection and recycling of post-consumer plastic waste. This organization ensures compliance with the regulations and provides a range of solutions and services, including digital technology platforms and other related products and services.

Leadership Indicators:

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the if any, web-link.
--	Plastic Containers	--	Cradle-to-gate*	No	No

**The Company is in B2B business, our product i.e. rigid plastic packaging containers reach our customers and get filled with content at their premises and then gets distributed to end customers/consumers and thus Cradle-to-gate is applicable in our case.*

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable- MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero and other liquid or solid wastes released are re-used in controlled way. Further, our products are 100% re-cyclable rigid plastic packaging material.		

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

- Resource efficiency is a cornerstone of the Company's environmental strategy. We are committed to meeting our customers' needs while optimizing our resource management to make the most of raw materials and minimize waste. Our approach involves maximizing the use of resources and adopting practices to reuse, recycle, and reintegrate excess materials into our production process, all without compromising product quality.

As a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company adheres to Extended Producer Responsibility (EPR) guidelines. We have partnered with an organization dedicated to the collection and recycling of post-consumer plastic waste. This partnership ensures compliance with regulations and provides us with various solutions and services, including digital technology platforms. Additionally, we procure post-consumer recycled materials from multiple vendors, collaborating with them to enhance material quality and increase its use in our products, in line with EPR guidelines.

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Plastic material (PP)	22.00%	20.15%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	F.Y 2025-26 (Current Financial Year)			F.Y 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	N.A.	2,333	N.A.	N.A.	1,529	N.A.
E-waste	N.A.	N.A.	0.58	N.A.	N.A.	9.16
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	4.54
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	N.A.

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	928	928	100%	928	100%	N.A.	N.A.	928	100%	-	-
Female	44	44	100%	44	100%	44	100%	N.A.	N.A.	-	-
Total	972	972	100%	972	100%	44	4.53%	928	95.47%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Carefacilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	1,599	1,599	100%	1,599	100%	-	-	-	-	-	-
Female	850	850	100%	850	100%	-	-	-	-	-	-
Total	2,449	2,449	100%	2,449	100%	-	-	-	-	-	-

Note: In MTPL, there is no Permanent worker category as all our workers is through third party contractors and have fixed terms. Vendors are required to adhere to the statutory compliances as per applicable laws and rules.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.37	0.36

2. Details of retirement benefits.

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	-	N.A.	100%	-	N.A.
ESI	19.86%	100%	Yes	23.38%	100%	Yes

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.

As on March 31, 2026, the Company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & 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.

MTPL has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 and makes all employment decisions based on merit. By maintaining an environment that promotes equality and fairness, the Company aims to create an inclusive workplace where all individuals, regardless of their race, colour, religion, sex, national origin, age, sexual orientation, physical or mental disability, medical condition including genetic characteristics or any other protected characteristic, are treated with dignity and respect. The Company prohibits any form of discrimination, harassment, or retaliation against individuals based on the aforementioned protected characteristics.

The Company's Code of Conduct for Employees and Business Ethics and Human Rights policy specifically calls out for no discrimination on any grounds. The same can be accessed at on our website at <https://www.moldteckpackaging.com/investors.html#tab-5>

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

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

**During the year one female employee availed maternity leave and the same is currently ongoing.*

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

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	NA, as in in MTPL, there is no Permanent worker category as all our workers is through third party contractors and have fixed terms.

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Other than Permanent Workers	Non-permanent workers on plants are contracted via a third party and their grievance redressal mechanism rests with the contractors. The Company ensures that all norms and regulations are followed while working on plants. The Company also conducts regular site visits by management and carries out annual opinion surveys, providing a channel for individuals to report any issues they may encounter.
Permanent Employees	We have implemented a robust grievance redressal system to ensure issues are managed efficiently. The Company has a policy for Whistle Blower and Protection of Whistle Blower Policy in place which provides guidance to raise a complaint(s) and protection of the person in case of any concerns. The company has constituted an Internal Complaints Committee as mandated by law and also provided a “speak up” platform for to the employees to access and resolve any type of complaints/grievances while ensuring complete confidentiality of the employee across the locations it operates.
Other than Permanent Employees	NA. All Employees working in the Company are permanent employees.

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

Category	F.Y. 2025-26 (Current Financial Year)			F.Y. 2024-25 (Previous Financial Year)		
	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	928	24	2.59%	791	24	3.03%
-Female	44	2	4.55%	43	2	4.65%
Total Permanent Workers*						
-Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
-Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

8. Details of training given to employees and workers:

Category	F.Y. 2025-26 (Current Financial Year)					F.Y. 2024-25 (Previous Financial Year)				
	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	928	928	100%	614	66.02%	791	791	100%	504	63.71%
Female	44	44	100%	27	64.29%	43	43	100%	27	62.79%
Total	972	972	100%	641	65.16%	834	834	100%	531	63.66%
Workers										
Male	1,599	1,599	100%	1,241	77.61%	1,171	1,171	100%	851	72.67%
Female	850	850	100%	558	65.65%	700	700	100%	405	57.85%
Total	2,449	2,449	100%	1,799	73.46%	1,871	1,871	100%	1,256	67.13%

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

At MTPL, we have a well-defined annual appraisal process conducted for all the employees based on their DOJ, during which a one-to-one discussion is done with employees regarding their individual performance, development and training plan, future growth and targets and KRA's etc.

Category	F.Y. 2025-26 (Current Financial Year)			F.Y. 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	928	928	100%	791	791	100%
Female	44	44	100%	43	43	100%
Total	972	972	100%	834	834	100%
Workers*						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

**Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.*

10. Health and safety management system:

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

-Yes, we have a robust Employee Health and Safety Management System manual that is adhered to across all our manufacturing units and offices ensuring the protection of environment and health & safety of its employees, contractors, visitors, and relevant stakeholders. The system includes safety manuals, procedures, emergency plans, and regular plant-level safety personnel meetings. It covers everything from planning and process development to data monitoring, analysis, and continuous improvement. Additionally, we are making further enhancements to our safety management systems based on recommendations aimed at increasing the effectiveness of our current safety procedures. The company is committed to continuous improvement and implementation of best practices to ensure employee well-being

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

-We have the HIRA system (Hazard Identification and Risk Assessment), which is renewed yearly or on process change, whichever is earlier.

MTPL follows a structured process to identify and assess work-related hazards on both routine and non-routine tasks. Regular meetings, safety drills and open communication with on-site personnel help evaluate risks and improve safety protocols. This proactive approach ensures continuous improvement and reflects the company's commitment to employee safety and well-being. The focus includes Life-Saving Rules campaign, near misses and unsafe conditions that could result in injury, and the need for increased safety related communication at all levels of our organization. We also emphasize training to raise awareness about routine and non-routine hazards during production and planned shutdowns for repairs and maintenance

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 actively fosters a safety-first culture by encouraging workers to report any observed hazards to their immediate supervisors or the Health and Safety Committee. Suggestion boxes are placed strategically within the factory premises to facilitate anonymous reporting.

Regular safety briefings reinforce the importance of self-protection, including the right to withdraw from potentially dangerous situations and to seek prompt support from supervisors or management.

The Company remains committed to enhancing workplace safety through improved working conditions, technological support, and regular safety training tailored to specific operations to enhance employees' skills and support safe practices across specific areas and operations.

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

Yes. Employees and workers are provided with health coverage based on their eligibility and are covered under Company's health insurance and personal accident policy. Health coverage is also extended either through healthcare insurance or under the Employees' State Insurance (ESI) scheme. This coverage also includes immediate family members of eligible employees, ensuring broader health and wellness support. Further, the Company regularly organizes free medical camps, stress reduction programs and yoga sessions.

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

Safety Incident / Number	Category	F.Y. 2025-26 (Current Financial Year)	F.Y. 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	1
	Workers	0	0
High 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:

MTPL is committed to maintaining a safe and healthy workplace through a comprehensive set of policies and practices right from its plant floor to its Boardroom. We continually build on our policies, practices, and governance to ensure that employees are safe, healthy and have a work-life balance. We prioritize compliance with all relevant statutory requirements related to preventive healthcare and occupational health and safety. MTPL has implemented a proactive process that systematically identifies hazards, determines appropriate controls to eliminate or reduce risks to acceptable levels, and recognizes relevant risks and opportunities within the occupational health and safety management system.

The following mechanism has been implemented to ensure a safe and healthy workplace:

- Regular plant safety inspections
- Third-party safety audits
- On-Site emergency mock drills
- Safety work permit system
- Hazard Identification and Risk Assessment (HIRA) Procedure
- minimizing manual interaction with machines
- Access to Personal Protective Equipment for all employees and workers
- Regular safety trainings along with mandatory safety trainings at commencement of work
- Display of floor plans, exit paths in offices
- Display of safety sign boards at all facilities
- Grievances redressal mechanism
- Periodic Check of equipment
- CCTV for detection/recording of all activities
- Fire and burglar alarms with fire and smoke sensors in multiple offices
- Periodic maintenance of fire safety equipment and measures

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

	F.Y 2025-26 (Current Financial Year)			F.Y 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	N.A.	0	0	N.A.
Health & Safety	0	0	N.A.	0	0	N.A.

14. Assessments for the year:

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

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

There were no incidents reported in the year, however, to ensure a safe and secure work environment we take proactive steps and have an internal system to ensure continuous safety improvements at the workplace which includes:

- Arranged smoke detection system for its units and offices
- Followed-up on daily toolbox talk to all department teams with safety briefing
- Enhanced safety awareness by conducting various modules of safety trainings
- Encouraged an open system to report any safety health and environmental findings to the concern authority
- Safety drills conducted for ensuring effectiveness
- Prominently displaying Standard Operating Procedures (SoPs) throughout our facilities to raise employee awareness of safety protocols.
- Conducted Health and safety audits for strengthening the systems

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

(A) Employees (Y/N): Yes.

(B) Workers (Y/N): Yes.

All employees are covered under Health Insurance and Accidental policy.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

-The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company. Periodical reviews are conducted with value chain partners to verify their compliance with statutory obligations, laws, and the timely payment of duties and taxes. The Company has a practice of informing the vendors about the statutory changes affecting their responsibilities in respect of deduction/ withholding of tax at source in respect of their transactions with the Company. All orders include "Standard Terms & Conditions," which are binding for value chain partners and mandate the clearance of payment dues.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y 2025-26 (Current Financial Year)	F.Y 2024-25 (Previous Financial Year)	F.Y 2025-26 (Current Financial Year)	F.Y 2024-25 (Previous Financial Year)
Employees	0	1	0	0
Workers	0	0	0	0

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

-Yes, MTPL Packaging Limited as an organization uses its retainership program depending on case to case basis and the suitability of the position. Some employees, after retirement age, are considered for advisory role in the Company at the discretion of management.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	As a standard practice, the company initiates efforts to familiarize and ensure compliance with its various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, Environmental, Social and Governance (ESG) Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. These initiatives integrate the essence of the NGRBC Principles and Core Elements into interactions with value chain partners throughout the year.
Working Conditions	

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

The Company conducts regular interactions with its value chain partners to assess health and safety practices as well as working conditions. Based on these assessments, corrective actions are implemented as necessary. The findings from these interactions have been satisfactory, and no significant risks or concerns have been identified at this stage.

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.

- MTPL understands the importance of effective and regular communication with all its stakeholders. The Company has developed a well-defined approach to stakeholder communication and engagement over several years, with all relevant target groups clearly defined. The Company has identified its key stakeholders as follows:

- Internal Stakeholders, which include Employees, Plant workers and Board Members
- External Stakeholders, comprising of Shareholders, Investors, Customers, Suppliers, Local Community, Regulators, Auditors, Financial Institutions, and Industry Associations of which it is a member

MTPL recognises the value of each stakeholder group and the distinct feedback they offer. This two-way communication allows the Company to find solutions that are equitable and address the needs of all the stakeholders.

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
Employees & workers	No	- Email - HR Portal - Company Intranet - Newsletters - Induction and training programmes	Regularly	- Maintaining and enhancing employees and workers engagement - Informing employee Benefits, Rewards and Policies, Procedures and Programs - Employee Development Plan, Career Progression, Performance Reviews and Ratings - Understanding employee concerns or grievances - Receiving employee feedback
Shareholders / Investors	No	- Periodic investor/ analyst interactions like individual Meetings - Participation in investor conferences - Analysts meet from time to time - Annual Reports - Publication of periodical results - Press Release - Newspaper - Website - Periodical investor presentation	Quarterly and as and when need arises	To provide update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our ESG goals/actions, and material events which may have a positive or negative impact on the performance of the Company.
Customers	No	- Customer Meetings - Business discussions as and when required - Participation in survey conducted by customers from time to time - Customer events - e-mail and website.	Regularly	- maximise the outreach of our products - To make the customers aware about the new developments in techniques and products - Build long-lasting relationships with suppliers - To receive feedback from customers
Suppliers & Partners	No	- Physical and virtual meetings - supplier forums, - partner events - calls - e-mail - website.	Frequent and need based	- Build long-lasting relationships with capable suppliers - Monitoring Supplier Performance - Ensure supplier competency and compliance - To make aware the suppliers about the new developments in techniques and products

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
Government and regulatory authorities	No	- Statutory Report - Interactions with Public Authorities - Membership of industry associations	As and when required	- Understanding potential legal and regulatory changes relevant to MTPL's business - Contributing to industry reform - To get information about various governmental schemes and subsidies
Community	Yes	- CSR Activities - Volunteering Activities - Community Events - Community Survey and Consultations	As and when required	- Provide relevant and accurate information about Company - Understand the impact of company's initiatives and activities on community - Supporting causes and organizations through donations and philanthropic activities

Leadership Indicators:

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

The Company maintains consistent and proactive engagement with the Company's major stakeholders, that allows the Company to articulate the strategy and results. The feedback and insights collected are formally presented to the Board during periodic meetings and strategic review sessions. Material concerns, stakeholder expectations, and emerging risks identified through these interactions are escalated to the Board for consideration in policy development and strategic decision-making. To align expectations, the Company encourages effective communication and participation.

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

- Yes, effective engagement allows us to align stakeholder needs with organizational goals, forming the foundation for strategic development and enhancing value for all stakeholders. We utilize various platforms to interact with a diverse range of stakeholders, understanding their unique needs and concerns, and devising appropriate strategies to address them. Our internal and external stakeholders have highlighted key material topics across ESG, such as product availability, responsible pricing and affordability, quality, safety, and anti-bribery and corruption. Additionally, we engage with Government Regulatory Authorities, distributors, suppliers, and the local community on environmental and social issues to identify the most relevant and applicable material topics for MTPL. We ensure that stakeholder feedback is integrated into our processes and policies.

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

MTPL through its Corporate Social Responsibility (CSR) initiatives, collaborates with partners and local NGOs to implement community development programs in areas such as education, skill development, livelihood, health, and environmental sustainability. These programmes are designed to benefit marginalised and vulnerable sections of society.

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	F.Y. 2025-26 (Current Financial Year)			F.Y. 2024-25 (Previous Financial Year)		
	Total (A)	No. of employ- ees/ workers covered (B)	% (B / A)	Total (C)	No. of employ- ees/ workers covered (D)	% (D / C)
Employees						
Permanent	972	972	100%	834	834	100%
Other than permanent	0	0	0	0	0	100
Total Employees	972	972	100%	834	834	100%
Workers						
Permanent	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than permanent	2,449	2,449	100%	1,871	1,871	100%
Total Workers	2,449	2,449	100%	1,871	1,871	100%

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

Category	F.Y. 2025-26 (Current Financial Year)					F.Y. 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Mini- mum wage		More than Mini- mum Wage		Total (D)	Equal to Mini- mum wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	928	0	0	928	100%	791	0	0	791	100%
Female	44	0	0	44	100%	43	0	0	43	100%
Total	972	0	0	972	0	834	0	0	834	100%
Other than Permanent										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Workers										
Permanent										
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other than Permanent										
Male	1,599	1,599	100%	0	0	1,171	1,171	100	0	0
Female	850	850	100%	0	0	700	700	100	0	0
Total	2,449	2,449	100%	0	0	1,871	1,871	100	0	0

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	3,08,42,686	Nil	N.A.
Key Managerial Personnel (KMP)**	Nil	N.A.	2	47,75,512
Employees other than BoD and KMP	924	4,36,159	42	5,67,392
Workers#	N.A.	N.A.	N.A.	N.A.

* Does not include commission and sitting fees paid to Non-Executive Directors

** Includes employees who have ceased to be associated with the Company during the year

#In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	6.84%	7.45%

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, Respective HR heads of unit and at Head Office are responsible for addressing human rights and concerns raised by the employees or workers. They play a crucial role in ensuring that human rights are respected in the workplace and that employees' or workers concerns are addressed. They are responsible for maintaining a safe and healthy work environment, promoting diversity and inclusion, and ensuring that employees are treated fairly and with dignity and respect. We have also constituted Internal Complaints Committee (ICC) for ensuring adherence to ethical workplace practices, promoting diversity and inclusion, and addressing any concerns related to discrimination, harassment, or unfair treatment.

The Company encourages an open-door policy, promoting transparency and accessibility across all levels. Employees and associates are empowered to raise grievances or report any form of misconduct, without fear of retaliation, through multiple safe channels.

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

The Company encourages an open-door policy. The Company has built a strong mechanism for reporting matters or concerns faced at the workplace. All grievances are addressed as and when received by the respective Unit Head/Business Head/HOD through Plant HR in coordination with Head HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated. At MTPL, internal committees are constituted for redressing the issues related to human rights.

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and responsive to complaints about harassment or other unwelcome or offensive conduct. The Internal complaints Committee is constituted across locations to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required.

The Company also provides training and resources to all employees on human rights and encourages a culture of respect and inclusion. Regular assessments are also conducted to monitor compliance with our human rights policies and to identify any areas for improvement.

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

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Particulars	FY 2025-26 (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)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Regular awareness and training sessions are conducted to ensure that the employees are fully aware of the aspects of sexual harassment and of the redressal mechanism. This is enshrined in the Business Responsibility and Code of Conduct.

The Grievance Redressal Policy clearly outlines that all members involved as a part of the enquiry are entrusted to keep record in a confidential manner. Any employee questioned in respect of the enquiry is bound by confidentiality and is required to keep all paperwork and information exchanged in the process confidential and such practices are followed also while handling and assessing complaints which form a part of the grievance redressal mechanism. All genuine complaints, in good faith, can be made without fear of reprisals, punishment, intimidation, coercive action, dismissal, or victimization. All actual violations are dealt seriously on the principles of natural justice, confidentiality, sensitivity, nonretaliation, and fairness while addressing the concern.

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

-Yes. MTPL understands the importance of promoting and protecting human rights throughout its value chain. We have extended our Supplier Code of Conduct to our value chain partners. Also, we include human rights in our business agreements wherever required. By doing so, we are setting clear expectations for our partners for upholding human rights standards.

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	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NIL

* Internal assessment was carried out by the Company.

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

No significant risk or concerns observed across the above parameters.

Leadership Indicators:

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

At MTPL, none of the business processes required any modification or introduction of any new process to address human rights grievances/complaints as the company has not received any major human rights grievances/complaints.

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

-At MTPL, the scope of human rights due diligence is overseen internally by the HR Department at the Head Office and across all units and it encompasses Occupational Health and Safety, non-discrimination, freedom of association and collective bargaining, child labour, forced or compulsory labour, and community engagement. As an equal opportunity employer, we eschew discrimination based on race, color, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability status.

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

- As on March 31, 2026, the company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	As a standard practice, MTPL internally implements initiatives to familiarize and ensure compliance with the Company's various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No significant risk or concerns were identified.

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:

(In Giga Joules)

Parameter	F.Y 2025-26 (Current Financial Year)	F.Y 2024-25 (Previous Financial Year)
From renewable sources:		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)- From Roof Top Solar Panels	14,375	12,167
Total energy consumed from renewable sources (A+B+C)	14,375	12,167
From non-renewable sources		
Total electricity consumption (D)	1,39,215	1,26,022
Total fuel consumption (E)	2,050	1,632
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,41,264	1,27,654
Total energy consumed (A+B+C+D+E+F)	1,55,639	1,39,821
Energy intensity per rupee Lakh of turnover (Total energy consumption/Revenue from operations)	1.76GJ/₹lakhs	1.79GJ/₹lakhs
Energy intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	36.27 GJ/₹lakhs	36.97 GJ/₹lakhs
Energy intensity in terms of physical output in GJ per ton	3.63GJ/Ton	3.60GJ/Ton
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No.

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2025-26 is 20.34 as per 2026 IMF update and for FY 2024-25 is 20.66 as per 2025 IMF update

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.

Not Applicable.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	75,503	4747.08
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv +v)	75,503	4747.08
Total volume of water consumption (in kilolitres)	75,503	4747.08

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water intensity per rupee lakh of turnover (Water consumed / turnover)	0.852kltr/Rs. Lakh	0.061kltr/Rs. Lakh
Water intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) *	17.32kltr/Rs. Lakh	1.26kltr/Rs. Lakh
Water intensity in terms of physical output in Kltr/Ton	1.76Kltr/Ton	0.12Kltr/Ton
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No, During the year, the Company implemented a real-time water monitoring and measurement system to enable accurate and continuous tracking of actual water consumption across its operations. This system strengthens the Company's ability to monitor water use, identify consumption patterns, and support more effective water management and resource-efficiency initiatives.

The reported increase in water consumption during the year is primarily attributable to the transition from estimated figures to actual measured data following the implementation of the real-time water monitoring and measurement system, rather than a significant increase in operational water use. Accordingly, the current year's reported consumption provides a more accurate and reliable representation of the Company's actual water usage. This measured data will serve as a robust baseline for future performance monitoring, resource-efficiency initiatives, and continuous improvement in water management.

The reported water consumption data includes water used for construction activities as well as consumption at employee residential quarters.

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2025-26 is 20.34 as per 2026 IMF update and for FY 2024-25 is 20.66 as per 2025 IMF update

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
-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	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
-With treatment – please specify level of treatment	25,671 kilolitres of wastewater were treated through the Sewage Treatment Plant (STP) and reused wherever feasible, supporting the Company's efforts to conserve freshwater resources and promote efficient water management.	1,614 kilolitres through STP and used for the gardening purpose
Total water discharged (in kilolitres)	25,671	1,614

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 wastewater generated at our offices and factories is treated through the sewage treatment plants (STPs) and the recycled water is used for sanitation and gardening purposes. MTPL focusses on reduction at source and reuse. Further, chillers are installed in the factories for efficient water management and reduction in consumption. Industrial treated water is 100% used for Gardening purpose. Though there is no specific mechanism for Zero Liquid Discharge, we have processes in place to ensure that water is utilized conservatively, economically and in an environmentally conscious manner.

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Kg	130.00	101.01
Sox	Kg	71.00	87.83
Particulate matter (PM)	Kg	57.00	56.31
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others please specify	-	-	-

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.

-Not Applicable. MTPL's facilities are accredited as Green Zones by the Pollution Control Board (PCB). The emissions resulting from our injection molding processes is zero. However, the gensets used in the office(s) / unit(s) during power cuts or otherwise generate emissions. The air emission parameters were calculated by conducting a stack emission monitoring test. The actual values (PM, NOx, and SOx) and the flow rate were multiplied by the running hours. This allowed us to determine the amount of air emissions emitted by the generator in kilograms for the entire year.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	477.00	343.70
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	27,093.40	25,178.80

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 and Scope 2 emissions per rupee lakh of Turn-over	Metric tonnes of CO ₂ per rupee lakh of turnover	0.31	0.33
Total Scope 1 and Scope 2 emission intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ per rupee lakh of turn- over adjusted for PPP	6.33	6.75
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ per ton of output	0.64	0.66
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No. MTPL's manufacturing units are certified as Green Zones by the Pollution Control Board (PCB). The Injection Moulding process does not result in direct process emissions. However, the diesel generator (DG) sets operated at the manufacturing facilities during power outages or as otherwise required generate greenhouse gas emissions, which are accounted for as Scope 1 emissions.

For Scope 2 emissions, the Company considers electricity consumption sourced from non-renewable sources. This approach enables the Company to appropriately account for direct and indirect greenhouse gas emissions associated with its operations.

** The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2025-26 is 20.34 as per 2026 IMF update and for FY 2024-25 is 20.66 as per 2025 IMF update*

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

MTPL's facilities are certified as Green Zones by the Pollution Control Board (PCB), and emissions from our injection moulding processes are zero. However, the Gensets used at our factories during power outages or otherwise emit greenhouse gases. To mitigate our carbon footprint, the Company has implemented the following measures:

- Replacing outdated hydraulic injection moulding machines with modern electric ones is underway.
- Regular monitoring and analysis of energy consumption are conducted.
- Conventional tubes and bulbs are being replaced with LED lighting.
- Energy-intensive equipment is selected based on rigorous monitoring and benchmarking.
- Processes and material movement in factories are optimized to minimize energy use.
- "Machine On" alarms and automatic machine shut-off systems are in place.
- Water chillers have been installed to promote water conservation.
- Discharged or used water from offices and units is treated through sewage treatment plants (STPs) and reused for watering plants and trees, minimizing water consumption.
- Water leakage is actively monitored.
- Installation of Solar power systems in units
- Tree planting initiatives are undertaken at both offices and factories.

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,333	1,529
E-waste (B)	0.58	9.16
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (waste oil). Please specify, if any. (G),	-	4.53
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Total (A+B + C + D + E + F + G + H)	2,333.58	1542.70
Waste intensity per rupee lakh of turnover (Total waste generated / Revenue from operations)	0.026 MT/₹Lakh	0.020 MT/₹Lakh
Waste intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.54 MT/₹Lakh	0.41 MT/₹Lakh
Waste intensity in terms of physical output per ton	0.054	0.040
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,333	1529
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2,333	1529
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	0.58	13.70
(iv) Landfilling after incineration	-	-
Total	0.58	13.70

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.

*The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2025-26 is 20.34 as per 2026 IMF update and for FY 2024-25 is 20.66 as per 2025 IMF update.

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.

- MTPL has established a system to ensure that all process rejections are recycled and repurposed. Since our products are made from polypropylene plastic, which is highly recyclable, rejected materials are ground into small fragments and reintegrated into production. Non-plastic waste is disposed of in accordance with Pollution Control Board (PCB) guidelines. As a B2B enterprise, our products are sold to customers who use them for primary and secondary packaging, thus the responsibility for disposal and end-of-life management lies with them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company has partnered with an organization specializing in the collection and recycling of post-consumer plastic waste. This organization provides solutions, services, and digital technology platforms to ensure compliance with Extended Producer Responsibility (EPR) guidelines. We procure post-consumer recycled materials from various vendors and collaborate with them to develop high-quality materials, thereby increasing their use in our final products as per EPR requirements.

According to Company policy on product lifecycle management, e-waste is sold to vendors who then collect the material and issue the necessary e-waste certificates. MTPL's facilities are certified as Green Zones by the PCB, and emissions from our injection moulding processes are zero. The Company generates no hazardous waste, and any non-hazardous liquid or solid waste produced is repurposed in a controlled manner.

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

Sr. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

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

Leadership Indicators:

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters): For each facility/plant located in areas of water stress, provide the following information:**

(i) Name of the area:

(ii) Nature of operations:

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

Not Applicable

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

The Company is not measuring its scope 3 emissions currently.

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

No

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

Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
Nil			

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

- Yes, to ensure the continuity of business operations, minimize the impact of disasters, and facilitate swift recovery, MTPL has implemented a comprehensive and documented framework for managing critical activities and their dependencies during high-impact risk events. Each Manufacturing Unit, Toolroom Centre, Head Office, Depot/Regional Distribution Center, and Regional Office has its own designated framework for such events. Emergency preparedness plans are established at each site to address both external and internal disasters. These plans emphasize reducing exposure to hazardous situations and include detailed scenarios with clearly assigned responsibilities.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

- The Company has not conducted environmental impact assessments of its business partners. However, as a standard practice, we implement initiatives to familiarize our partners with and ensure their adherence to various Company policies. These include the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. Through these initiatives, we integrate the principles and core elements of the NGRBC throughout the year during our engagements and interactions with value chain partners. There has been no significant adverse impact on the environment resulting from MTPL's value chain.

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

No formal assessment of value chain partners was conducted during the reporting period with respect to environmental impacts.

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

- By listed entity: During the reporting period, MTPL did not generate or procure any Green Credits under the Green Credit Programme (GCP) Rules notified by the Government of India.
- by top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

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

Essential Indicators:

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

MTPL recognizes its responsibility to contribute to public and regulatory policy discussions in a responsible and transparent manner. The Company engages with relevant public and regulatory bodies on a need basis, with the objective of providing constructive industry perspectives and supporting informed policy development. MTPL is also a member of four trade associations, through which it participates in industry-related discussions and initiatives.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	The Associated Chambers of Commerce & Industry of India	National
2.	Andhra Chamber of Commerce	State
3.	The Plastics Export Promotion Council	National
4.	The All India Plastics Manufacturers Association	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		

No issues related to anti-competitive conduct, based on adverse orders from regulatory authorities, were reported in the reporting financial year 2025-26. As such no corrective action was required to be undertaken.

Leadership Indicators:

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

Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half-yearly/Quarterly/ Others – please specify)	Web Link, if available
Nil				

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development:

Essential Indicators:

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Nil					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company understands the importance of providing community with accessible channels to report their grievances and concerns. It has established a comprehensive system that enables community to voice their grievances through various communication channels. By actively engaging with communities, acknowledging and addressing concerns in a timely manner, and maintaining transparent and responsive processes, the Company strives to build trust-based relationships and foster a collaborative and inclusive environment. The Company remains committed to ensuring that community feedback is appropriately addressed and incorporated into its stakeholder engagement and social responsibility initiatives.

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

Particulars	F.Y 2025-26 Current Financial Year	F.Y 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	11.99%	2.61%
Sourced directly from within the district and neighboring districts	83.08%	92.14%

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	43.08	61.99
Semi-urban	8.69	12.59
Urban	4.48	6.24
Metropolitan	43.75	19.18

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

Leadership Indicators:

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Nil			

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

-Currently, there is no preferential procurement policy in place. However, company does not discriminate against any groups for sourcing we use a variety of variables like quality, service, technical competence and price to decide the vendors.

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

-Not Applicable.

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

-Not Applicable.

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

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

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

The Company has undertaken various CSR activities for towards Promoting education, Disaster Management, Eradication of hunger and poverty, Promoting health care etc. These activities supported the construction of schools and vocational training programs, empowering individuals in rural and suburban areas to achieve self-sufficiency, providing ambulances. The Company's commitment to these projects reflects its dedication to creating meaningful social impact and aligns with Schedule VII of the Companies Act, 2013. The Company is commitment to these projects reflects the Company's dedication to creating meaningful social impact and aligns with Schedule VII of the Companies Act, 2013. For more details on CSR activities please refer *Annexure B* of the Annual Report.

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.

-As a B2B company, MTPL supplies its products to other businesses. We are committed to keeping clients informed throughout the entire complaint resolution process. Each complaint or feedback is promptly acknowledged and assigned to the appropriate team for resolution. Our approach focuses on addressing complaints promptly by identifying the core issue and providing effective solutions, which may include direct communication with the customer via phone calls or meetings, and delivering a final resolution. We also maintain multiple communication channels—such as SMS, email, and WhatsApp—to keep customers updated on the progress of their complaints.

Customers submit complaints via email to the Marketing department, which then forwards them to the Quality Control (QC) department, requesting a Root Cause Analysis (RCA) and Corrective and Preventive Actions (CAPA). The QC department analyzes the complaint and provides the RCA and CAPA report to the client within the designated timeframe.

Further, The Company has established a Standard Operating Procedure (SOP) that outlines the internal protocol for managing and addressing consumer complaints. This mechanism ensures that grievances are handled in a structured, timely, and efficient manner. In addition, the Company engages regularly with its clients through feedback sessions, which provide valuable insights to help align its packaging solutions with specific quality expectations and customer requirements.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

-MTPL is in B2B business and provide rigid plastic packaging solutions to other businesses, who use our containers for their products and the details and labelling are as per the instructions of the clients and contains information about their product for which the container is being used.

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

	F.Y 2025-26 (Current Financial Year)		Remarks	F.Y 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending reso- lution at end of year	
Data privacy	Nil					
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

- There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2025-26

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.

-The Company does have a security policy. The same has been uploaded on the intranet of the Company. Our policy aims to protect our digital assets, information systems, and sensitive data from cyber threats and unauthorized access. These measures are designed to comply with all applicable laws and regulatory requirements. The procedure covers various aspects including the use, integrity, and access of personal data; procedures for accessing personal data; security and transfer of personal data; mechanisms for inquiries, complaints, and opt-out; and accountability measures. The Company adopts a self-assessment approach to ensure ongoing compliance with its Privacy Policy and periodically verifies that the policy is accurate, comprehensive, prominently displayed, fully implemented, and accessible. Individuals are encouraged to raise any concerns using the contact information provided, and the Company investigates and seeks to resolve all complaints and disputes related to the use and disclosure of personal data in a fair and responsible manner.

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

-No such event has been reported for the Financial Year 2025-26

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- c. Impact, if any, of the data breaches: Not Applicable

Leadership Indicators:

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

Details on products and services of the Company can be accessed on the website of the Company at <https://www.moldtekpackaging.com/>

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

- Since the Company is in B2B business our products are sold to customers being other businesses who uses the same for primary and secondary packaging of their products. Business Continuity Plan, Risk Management Policy, Mitigation Plan and Review Mechanism in place to take care of exigencies in supplies or services to the customer. Further, product specification sheet forms part of the Agreement/Contract of Supply with all details including test controls.

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

The Company established mechanisms to promptly inform consumers about any potential risks of disruption or discontinuation of essential services through various channels, ensuring that customers are kept informed and can make necessary adjustments in a timely manner. The Company is also bound under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 to promptly inform the Stock Exchanges and upload in its website about any material event that may have a bearing on the Company's operations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. –

As a producer of product packaging solutions, we imprint the product information, presented in the form of ARTWORK, on our packaging, alongside requisite statutory details for our clients. The Company works closely with its customers to align with their specific requirements concerning product safety, functionality, and sustainable packaging. All content displayed on the Company's packaging products is based on customer approved designs and specifications. As the end products are supplied to the market by the customers themselves, the opportunity to include information beyond mandated requirements does not arise at the Company's end.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the Company regularly conducts surveys to check if the clients are satisfied with the products.
