10/08/2026

The Assistant General Manager, **Listing Compliance, BSE Limited** **Scrip Code: 500109,** **ISIN: INE103A01014** Scrip Code (Debenture): 959162, 959250, 973692	**The Compliance & Listing Department** **National Stock Exchange of India Limited** **Symbol: MRPL, Series: EQ,** **ISIN: INE103A01014** Debt Security: INE103A08019, INE103A08035, INE103A08050

Dear Sir/Madam,

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

Pursuant to Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) of the Company. The BRSR forms part of the Annual Report of the Company for the FY 2025-26 which has been submitted to Stock Exchanges on July 23, 2026.

We request you to kindly take the above on record.

Thank you.

Yours faithfully,
For Mangalore Refinery and Petrochemicals Limited

PREMACHANDRA RAO GURPUR

Digitally signed by PREMACHANDRA RAO GURPUR
Date: 2026.08.10 16:08:20 +05'30'

Premachandra Rao G
Company Secretary

Encl.: A/a

Business Responsibility & Sustainability Reporting

Shaping a Responsible Future Energy

As India's energy needs continue to grow alongside the global transition towards a sustainable future, MRPL remains committed to supporting the nation's evolving energy needs while advancing its sustainability ambitions. As an integral part of India's energy ecosystem, we recognize our responsibility to create long-term value through operational excellence, responsible resource management, and sustainable business practices. Our focus is not only on meeting today's energy requirements but also on strengthening the Company's preparedness for future opportunities and evolving industry expectations.

MRPL's long-term vision is anchored in its aspiration to achieve Net Zero Scope 1 and 2 emissions by 2038. As we progress on this journey, we will continue to advance initiatives related to renewable energy integration, cleaner fuel technologies, energy efficiency improvements, process optimization, green hydrogen, sustainable aviation fuel, electrification opportunities, and other emerging low-carbon solutions. We believe these initiatives will strengthen operational resilience while supporting Company's broader energy transition objectives.

We will continue to focus on efficient use of energy and water resources, reduction of operational emissions, responsible waste management & circularity, and conservation of natural resources. Through innovation, technology adoption and continuous improvement, we aim to enhance resource efficiency while minimizing our environmental footprint across operations.

Safety is, and will continue to be, an uncompromising priority for MRPL. We are committed to strengthening our safety culture through robust systems, disciplined execution, risk-based decision-making, continuous learning, workforce engagement, and adoption of industry best practices. Protecting the health, safety, and well-being of our employees, business partners, contractors, and communities remains fundamental to the way we operate.

We will continue to foster an inclusive and respectful workplace, uphold human rights, invest in employee development, and promote the well-being of our employees and workforce. Our commitment to sustainability extends beyond our operations. Through our social development initiatives, we aspire to contribute meaningfully to education, healthcare, skill development, environmental conservation, and community empowerment, particularly in the regions where we operate.

Strong governance will remain the foundation of our sustainability journey. We will continue to strengthen our systems of accountability, transparency, risk management, regulatory compliance, and ethical conduct, ensuring that stakeholder trust remains at the heart of our business. As we look ahead, MRPL remains committed to creating long-term value through operational excellence, responsible growth and sustainable business practices.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L19200KA1988GOI008959
2.	**Name of the Listed Entity**	Mangalore Refinery and Petrochemicals Limited (MRPL)
3.	**Year of incorporation**	1988
4.	**Registered office address**	Mudapadav, Kuthethur P.O. via Katipalla, Mangalore, Karnataka, India – 575 030
5.	**Corporate address**	Mudapadav, Kuthethur P.O. via Katipalla, Mangalore, Karnataka, India - 575 030
6.	**E-mail**	investor@mrpl.co.in
7.	**Telephone**	0824-2883285
8.	**Website**	www.mrpl.co.in
9.	**Financial year for which reporting is being done**	FY 2025-26
10.	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	**Paid-up Capital**	INR 1,753 Crore
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Name: Shri K Anil Kumar Email: sustainabilityreporting@mrpl.co.in Telephone: 0824-2883951
13.	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)**	The disclosures made under this report are made on a standalone basis for MRPL.
14.	**Name of assurance provider**	Bureau Veritas India Private Limited
15.	**Type of assurance obtained**	Reasonable assurance for BRSR Core KPIs

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Crude Oil Refining & Manufacturing of Petrochemicals	Manufacturing & marketing of petroleum and petrochemicals products	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	High-Speed Diesel (HSD)	466/473	47.10%
2	Motor Spirit (MS)	466/473	23.44%
3	Aviation Turbine Fuel (ATF)	466	13.32%
4	Liquefied Petroleum Gas (LPG)	466/473	6.44%
5	Polypropylene	466/473	4.43%

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	1	13	14
International	0	0	0

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	18 states and 4 union territories
International (No. of Countries)	22

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

Total exports of MRPL for FY2025-26 was 28.43% of the total turnover.

c. A brief on types of customers:

MRPL caters to bulk industrial, retail & export customers. While retail customers include public and private vehicle owners through MRPL & dealer owned fuel stations, the bulk industrial customers are Oil Marketing Companies, Indian Railways, State Govt Undertakings, Public Sector Undertakings, road contractors, mining industries, cement industries, other industries/ factories, etc. Business-to-business sales of Polypropylene (PP) for major industrial applications like packaging, furniture, household articles, medical applications etc. Channel sales to the targeted customers through nationwide Del Cred Agents and Consumer Stockiest (DCACS) and Distributor network.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	**Permanent (D)**	1,131	1,065	94.16%	66	5.84%
2.	**Other than Permanent (E)**	0	0	NA	0	NA
3.	**Total employees (D + E)**	1,131	1,065	94.16%	66	5.84%
	WORKERS					
4.	**Permanent (F)**	1,319	1,166	88.40%	153	11.60%
5.	**Other than Permanent (G)**	4,011	3,748	93.44%	263	6.56%
6.	**Total workers (F + G)**	5,330	4,914	92.20%	416	7.80%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	**Permanent (D)**	18	17	94.44%	1	5.56%
2.	**Other than Permanent (E)**	0	0	NA	0	NA
3.	**Total differently abled employees (D + E)**	18	17	94.44%	1	5.56%
	DIFFERENTLY ABLED WORKERS					
4.	**Permanent (F)**	27	25	92.59%	2	7.41%
5.	**Other than permanent (G)**	0	0	NA	0	NA
6.	**Total of differently abled workers (F + G)**	27	25	92.59%	2	7.41%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7*	0*	0.00%*
Key Management Personnel	4	0	0.00%

*The tenure of four independent directors including one women independent director completed on 27th March 2026.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.29%	10.61%	3.71%	3.21%	4.29%	3.27%	4.85%	9.02%	4.98%
Permanent Workers	3.26%	0.65%	2.96%	1.82%	1.92%	1.83%	1.63%	1.24%	1.61%

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

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

S. No.	Name of the holding/ Subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Oil and Natural Gas Corporation Limited	Holding	71.63%	Yes
2	Shell MRPL Aviation Fuel and Services Limited	Joint Venture	50.00%	No

VI. CSR Details

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

(ii) Turnover (in ₹): 1,05,115.37 crores

(iii) Net worth (in ₹): 14,167.15 crores as of 31.03.2026

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)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	(If yes, then provide web-link for grievance redress policy)	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	No	0	0	-	1	0	-
Shareholders	Yes, grievance redressal mechanism is governed by SEBI /stock exchange guidelines.	163	7	7 complaints are pending with	105	7	5 Complaints pending with SEBI for

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	(If yes, then provide web-link for grievance redress policy)	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
	Company has a dedicated email id investor@mrpl.co.in for communication with investors.			SEBI for disposal			disposal are subsequently disposed of.
Employees and workers	Yes, Policy link is as follows, https://mrpl.co.in/sites/default/files/Whistle%20Blower%20Policy%20-English.pdf	2	0	-	2	0	-
Customers, Dealers	Yes, Mechanism link is as follows, https://www.mrpl.co.in/en/Content/Complaints	40	0	-	20	6	-
Value Chain Partners	Yes, grievances are received through Online Centralized Public Grievance Redress and Monitoring Systems (CPGRAMS) portal of Ministry of Personnel, Public Grievances and pensions. MSME champions portal Representation to Independent External Monitors (IEMs) as incorporated in the tender.	6	2	Reply has been submitted to IEMs during Q4 of reporting year	7	0	-
Other (regulatory authorities)	Not Applicable, since there were no such issues reported	0	0	-	0	0	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change Adaptation Resilience and Transition	Both Risk & Opportunity	Climate change presents both material risks and opportunities for MRPL. Key risks include potential operational disruptions from extreme weather events, resource constraints such as water availability, evolving regulatory requirements, and significant capital needs associated with energy transition,	MRPL mitigates climate-related risks through a combination of operational resilience measures, regulatory compliance, and transition planning. This includes improving water and energy	Positive as well as Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			given the company's reliance on fossil fuels. Conversely, climate transition provides opportunities to adopt cleaner technologies, improve operational efficiency, and diversify into lower-carbon products such as biofuels and green hydrogen. Proactive climate adaptation and transition measures can enhance business resilience, strengthen ESG performance, support access to capital, and sustain long-term competitiveness in a changing energy landscape.	efficiency, enhancing asset integrity. Transition risks are addressed through phased investments in energy efficiency, emissions reduction initiatives, and gradual portfolio diversification, while monitoring regulatory developments to ensure compliance and minimize financial and operational impacts.	
2	GHG Emissions and Energy Management	Both Risk & Opportunity	Non-compliance with GHG emission norms presents legal, financial, and reputational risks for MRPL, including exposure to carbon pricing mechanisms, penalties, and significant capital requirements for compliance and transition. Rising energy costs and stricter emission standards may also impact operating margins. At the same time, effective energy management and emissions reduction initiatives present opportunities for cost savings, improved profitability, and enhanced operational efficiency. Investments in energy efficiency and cleaner technologies can support the low-carbon transition, reduce long-term costs, and strengthen MRPL's positioning in sustainable and responsible energy management.	MRPL addresses GHG- and energy-related risks through continuous monitoring of emissions, compliance with applicable regulatory requirements, and implementation of energy efficiency initiatives across operations. Risk mitigation measures include optimizing fuel and energy usage, upgrading equipment and processes, adopting best-available technologies, and integrating emissions considerations into capital planning.	Positive as well as Negative
3	Air Quality Management	Risk	Air quality management is a material risk for MRPL due to the nature of refinery operations and associated emissions such as SOx, NOx, particulate matter, VOCs. Non-compliance with evolving air quality standards could result in regulatory penalties, operational restrictions or shutdowns, reputational impacts, and adverse effects on surrounding communities, potentially leading to stakeholder concerns. While mitigation measures are in place, increasingly stringent norms require continuous monitoring,	MRPL mitigates air quality risks through compliance with applicable regulatory standards, continuous emissions monitoring, and operation of pollution control systems across refinery units. Measures include regular maintenance and upgrading of emission-control equipment, use of cleaner fuels, process optimization to	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			process optimization, and ongoing investments in cleaner fuels and emission-control technologies.	reduce emissions, and monitoring of ambient air quality within and around operational areas.	
4	Water Stewardship	Opportunity	Water management presents a strong opportunity for MRPL to improve efficiency, reduce costs, and stay ahead through better preparedness and innovation. Maximizing wastewater recycling, reducing freshwater consumption, and adopting advanced water technologies can enhance sustainability and regulatory compliance. Overall, effective water stewardship supports resource diversification, lowers water intensity, and strengthens long-term operational resilience.	NA	Positive
5	Clean Technology Initiatives	Opportunity	Adoption of clean technologies presents a strategic opportunity for MRPL to remain competitive amid the global transition toward lower-carbon energy systems. Investments in areas such as biofuels, green hydrogen, electric mobility–related technologies, and emission-reduction processes can improve operational efficiency, reduce long-term costs, and lower dependence on imported fuels while supporting regulatory compliance. Advancing clean technology initiatives also enhances environmental performance, supports Net Zero and decarbonization objectives, strengthens corporate reputation, and positions MRPL as a forward-looking and responsible player in the refining and energy sector.	NA	Positive
6	Waste Management and Circularity	Opportunity	It presents a significant opportunity for MRPL to improve resource efficiency, reduce operating costs, and derive value from byproducts through principles such as reduce, reuse, and recycle. Effective waste segregation, recycling, and waste-to-value initiatives can lower raw material and disposal costs while supporting regulatory	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			compliance and sustainability objectives. Proactive adoption of circular practices enhances operational efficiency, strengthens compliance credibility, supports cleaner and more energy-efficient operations, and reinforces MRPL's commitment to environmental stewardship.		
7	Biodiversity and Ecosystem Conservation	Opportunity	It presents an opportunity for MRPL to enhance environmental performance, regulatory alignment, and corporate reputation. Initiatives such as afforestation, development of green buffers, and protection of ecologically sensitive areas contribute to improved local climate resilience and environmental quality. Proactive biodiversity management supports sustainable project development, strengthens stakeholder trust, enhances social license to operate, and positions MRPL as a responsible and sustainability-focused player in the energy sector.	NA	Positive
8	Product Stewardship	Opportunity	Product stewardship presents an opportunity for MRPL to enhance profitability, strengthen its financial position, and build long-term brand value through development of value-added and environmentally compliant products. A flexible and responsive product mix aligned with evolving market demand and regulatory requirements can support improved margins and sustainable growth. Introduction of innovative and eco-friendly products enhances competitiveness, prepares the company for future energy and mobility trends, and positions MRPL ahead of peers in a transitioning energy market.	NA	Positive
9	Occupational Health & Safety	Risk	OHS represents a material risk for MRPL due to the high-hazard nature of refinery operations involving flammable materials, pressurized systems, and complex processes. Inadequate safety management may result	MRPL mitigates OHS risks through implementation of structured safety management systems, compliance with applicable health and	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			in serious incidents, injuries, fatalities, regulatory penalties, operational shutdowns, and reputational damage. Such events can adversely affect workforce morale, operational continuity, and stakeholder confidence, making effective OHS management critical to sustained business performance.	safety regulations, and continuous monitoring of workplace conditions. Risk mitigation measures include regular safety audits, employee training and competency development, incident investigation and corrective actions, preventive maintenance of critical equipment, and emergency preparedness planning. Emphasis is placed on fostering a strong safety culture and integrating health and safety considerations into operational decision-making to minimize incidents and ensure business continuity.	
10	Human Capital Development	Opportunity	It possesses an opportunity for MRPL to enhance operational reliability, safety performance, and overall refinery efficiency. Investments in skill development, digital upskilling, leadership capability building, and succession planning improve workforce productivity, employee engagement, and talent retention. Developing a future-ready and agile workforce strengthens organizational capability, supports effective execution of strategic initiatives, and positions MRPL competitively while enabling long-term sustainable growth.	NA	Positive
11	Human Rights	Opportunity	Respecting human rights is a core statutory and governance requirement for MRPL and a key driver of sustainable operations. Adherence to labor laws, Ethical practices enhances workplace culture, employee morale, and community trust. Proactive human rights practices strengthen corporate image, stakeholder satisfaction, and position MRPL ahead of peers in social governance.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Community Development	Opportunity	Community development is an opportunity for MRPL to build trust, goodwill, and social acceptance among local stakeholders. Well directed CSR initiatives enhance the company's image, strengthen its social license to operate, and reduce the risk of community opposition or project delays. Proactive engagement supports sustainable development, stakeholder alignment, and long-term business continuity.	NA	Positive
13	Customer Satisfaction	Opportunity	Customer satisfaction represents a key opportunity for MRPL to strengthen trust, drive repeat business, and enhance its reputation in domestic and international markets. Consistent product quality, reliable supply, and responsive customer service support smooth operations and uninterrupted product evacuation. Robust customer relationships contribute to loyalty, positive brand perception, and stable revenue growth, supporting long-term business sustainability and helping MRPL maintain a competitive position in the market.	NA	Positive
14	Supply Chain Management	Opportunity	Effective supply chain management presents a opportunity for MRPL to enhance cost efficiency, ensure timely availability of raw materials, enable smooth product evacuation, and improve customer satisfaction. Well, managed supplier networks support operational continuity, logistics optimization, and competitive positioning. Continuous improvement in supply chain processes, fair and transparent supplier engagement, and development of resilient logistics networks strengthen profitability, improve responsiveness to market fluctuations.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15	Business Ethics	Opportunity	Business ethics is a opportunity for MRPL to build trust, enhance its brand, and strengthen long term relationships with stakeholders and global partners. High ethical standards, transparency, and accountability improve corporate image, ESG standing, and investor confidence.	NA	Positive
16	Corporate Governance	Opportunity	It is a key opportunity for MRPL to enhance accountability, transparency, and operational efficiency. Robust governance frameworks build investor confidence, lower regulatory and reputational risks, and improve access to capital. Beyond compliance, effective board oversight and controls strengthen brand image, stakeholder trust, and position MRPL ahead of competitors for long term sustainable growth.	NA	Positive
17	Economic Performance	Opportunity	It is an opportunity for MRPL, enabling long term sustainability, faster growth, and competitiveness. Healthy finances support investments in refinery upgrades, diversification, clean technologies, and innovation. Robust profitability and efficiency build investor confidence, strengthen governance outcomes, and allow MRPL to stay resilient amid geopolitical and market uncertainties.	NA	Positive
18	Public Policy	Both Risk & Opportunity	Public policy engagement represents both a risk and an opportunity for MRPL. As a public sector undertaking, transparent and responsible alignment with evolving energy and environmental policies can support diversification, access to incentives, long-term growth, and contribution to national energy security. Proactive engagement also enables strategic planning in a transitioning energy landscape. However, ineffective or non-transparent policy engagement may expose MRPL to regulatory uncertainty, legal challenges, compliance risks,	Structured governance, ethical engagement, and strict compliance with applicable laws and regulations. Policy positions and advocacy activities are aligned with national energy priorities and reviewed through internal approval mechanisms to ensure transparency and accountability. Codes of conduct, anti-corruption frameworks, and stakeholder engagement protocols are implemented	Positive as well as Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			and reputational impact. Strong governance, ethical conduct, and accountability in policy advocacy enhance credibility, stakeholder trust, and long-term strategic positioning.	to minimize legal, reputational, and compliance risks while ensuring responsible public policy participation.	
19	Risk Management	Both Risk & Opportunity	Effective risk management is critical for MRPL given the high-risk nature of refinery operations and exposure to market, operational, financial, and regulatory uncertainties. Inadequate risk identification and controls may result in serious incidents, financial losses, operational disruptions, and reputational damage, adversely affecting business continuity. Conversely, robust risk identification, prioritization, and mitigation enhance organizational resilience, support sustainability performance, strengthen stakeholder confidence, and enable stable growth despite operational and market volatility.	Structured enterprise risk management framework that enables systematic identification, assessment, and prioritization of key strategic, operational, financial, and compliance risks. Mitigation actions include defined controls, periodic audits, monitoring of risk indicators, and integration of risk considerations into business planning and decision-making.	Positive as well as Negative
20	Cybersecurity & Data Privacy	Both Risk & Opportunity	Cybersecurity and data privacy are both a critical risk and a strategic opportunity for MRPL in an increasingly digital, AI driven refinery environment. Weak controls can lead to cyberattacks, data breaches, operational disruptions, safety incidents, regulatory penalties, and reputational damage. Strong cybersecurity systems safeguard sensitive operational and stakeholder data, ensure compliance with laws like the DPDP Act, and enable safe digital transformation. Proactive cyber resilience builds trust, operational continuity, and competitive advantage.	Implementation of information security policies, access controls, and layered cyber-defense mechanisms across IT and operational technology environments. Measures include network monitoring, system hardening, regular vulnerability assessments, data protection controls, and compliance with applicable cybersecurity and data privacy regulations.	Positive as well as Negative
21	Regulatory Compliance	Risk	It is a material risk and is fundamental to its continued operations and credibility. Non-compliance with applicable environmental, safety, financial, and operational regulations may result in penalties, license restrictions, legal action, operational suspension, and reputational damage. Increasing	MRPL mitigates regulatory compliance risks through a structured compliance management system supported by clear policies, defined accountability, and continuous monitoring of applicable laws and	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			regulatory complexity and tightening standards further elevate compliance risk. A robust and institutionalized compliance framework is therefore essential to mitigate exposure, strengthen governance, and maintain trust with regulators, investors, and other stakeholders while ensuring sustainable refinery operations.	statutory requirements. The company tracks regulatory developments and integrates compliance considerations into operational planning and decision-making, supported by employee training and awareness programmes, to minimize legal, financial, and reputational risks and ensure uninterrupted business operations.	

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

- P1 - Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 - Businesses should promote the wellbeing of all employees
- P4 - Businesses should respect the interests of and be responsive toward all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5 - Businesses should respect and promote human rights
- P6 - Businesses should respect, protect and make efforts to restore the environment
- P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 - Businesses should support inclusive growth and equitable development
- P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Ref – 4, 6, 8, 9, 13	Ref – 7	Ref – 1, 9, 10, 11, 12	Ref – 4, 6	Ref – 8, 10	Ref – 1, 3	Ref – 4	Ref – 3, 7, 8	Ref – 1, 2
		List of policies uploaded in the public domain – MRPL website **1) Integrated Management System:** https://www.mrpl.co.in/Content/Integrated%20 Management%20Systems **2) Information Security Policy:** https://mrpl.co.in/Content/Information_Security_Policy.pdf **3) CSR & SD Policy:** https://admin.mrpl.co.in/img/UploadedFiles/CSR/Files/English/CSR_SD_POLICY.pdf								

		4) **Whistle Blower Policy:** https://mrpl.co.in/sites/default/files/Whistle%20Blower%20Policy%20-English.pdf 5) **Disclosure for Material Events and Information:** https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/Policy%2on%20Disclosure%20of%20Material%20Events%20and%20Information revised_1482129748.pdf 6) **Dividend Distribution Policy:** https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/Dividend%20Distribution%20Policy_1482132372.pdf 7) **Material Subsidiary Policy:** https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/Material%20Subsidairy%20Policy_revised_1482129742.pdf 8) **Board Diversity Policy:** https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/MRPL%20Policy%20on%20Board%20Diversity.pdf 9) **Policy on Remuneration of Directors, KMP & Other Employees:** https://mrpl.co.in/sites/default/files/Statutory%20Disclosures/MRPL%20Remuneration%20Policy%20for%20KMP,%20Directors%20and%20Employees.pdf 10) **Equal Opportunity Policy** https://mrpl.co.in/sites/default/files/Equal_Opportunity_Policy.pdf?prophazecheck=1 **Policies available on MRPL's Intranet:** **11) Medical Benefit Policies** **12) Policy on leave rules** **13) Materials Management (MM) Manual**								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	N	N	N	N	N	N	N	Y
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	MRPL has adopted various standards such as ISO 45001:2018, ISO 14001: 2015, ISO 50001: 2018, ISO 27001:2022, ISO 9001, AS9100D								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	MRPL has announced its ambition of achieving Net-Zero emissions of Scope 1 & 2 by 2038. A detailed roadmap is finalized to achieve this target of Net-zero scope 1 & 2 emissions by 2038.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	MRPL has made substantive progress in emission reduction through increase in renewable energy and operational efficiency. At MRPL, the total scope-1,2 emission intensity (emissions /gross crude consumed) reduced by 9.63% and absolute scope 1, 2 emission reduction of 11.44% from base year FY 2022-2023.								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Mangalore Refinery and Petrochemicals Limited (MRPL), sustainability is integral to the way we deliver energy securely, responsibly, and efficiently. I firmly believe that long-term value creation for our stakeholders must be rooted in operational excellence, strong governance, and measurable environmental and social outcomes.								

		During FY 2025–26, MRPL continued to strengthen its contribution to India's energy transition while reinforcing resilience across its core operations. The year marked a shift from intent-driven sustainability to performance-led execution, with clear improvements across energy efficiency, emissions management, and resource conservation. Guided by the National Guidelines on Responsible Business Conduct (NGRBC) and supported by strong Board-level oversight, sustainability considerations were embedded across business planning, resource allocation, and refinery-level decision-making. Our long-term commitment is to achieve Net Zero Scope 1 and Scope 2 emissions by year 2038. To achieve this our focus areas are energy optimization, improving process efficiency, and enhancing operational controls. Our clean energy transition includes maximizing power consumption from renewable sources, electrification of drives and carbon capture. These measures will decouple operational performance from environmental impact while sustaining throughput levels. These efforts contribute not only to emission reductions, but also to increased energy security and cost resilience over the long term. Safety, people, and governance continued to underpin our sustainability journey. MRPL strengthened safety culture across operations, supported by robust occupational health and safety systems, periodic audits and continuous workforce training. Ethical conduct, transparency, and accountability were reinforced across the organization through structured grievance redressal mechanisms, responsible procurement practices, and engagement with suppliers and contractors. Our commitment to social responsibility remained deeply embedded in our operations. During FY 2025–26, MRPL continued to support community development initiatives around education, skill development, healthcare, and infrastructure, with a focus on inclusive growth and long-term socio-economic impact. These initiatives reflect our belief that responsible business extends beyond operational boundaries and must contribute meaningfully to community well-being. Looking ahead, MRPL will continue to deepen the integration of ESG principles across all levels of the organization. Our priorities remain clear: strengthening safety, accelerating decarbonisation, improving energy efficiency, enhancing resource stewardship and maintaining robust governance standards. As we advance on our Net-Zero pathway, we remain committed to transparency, accountability, and continuous improvement ensuring that MRPL delivers sustainable value while supporting India's broader economic and energy aspirations.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Mundkur Shyamprasad Kamath Managing Director & CEO
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, decision making on sustainability related issues is overseen by Corporate Social Responsibility and Sustainability Development Committee (CSR&SD).

10.	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	Y	Y	Y	Y	Y	Y	Y	Y	Y	On requirement basis				Quarterly, On requirement basis	Half Yearly, On requirement basis	On requirement basis		Quarterly & Half yearly by Management
	Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	On requirement basis								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
				Yes, Bureau Veritas	-	-	Yes, Bureau Veritas	-	Yes, Crux Management Services Pvt. Ltd.	Yes, Bureau Veritas

12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P7**	**P 8**	**P 9**
	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

S. No.	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
1	Board of Directors	3	Principle 3	43%
2	Key Management Personnel	6	Principle 3	100%
3	Employees other than BODs and KMPs	144	Principles 1, 3, 5	99%
4	Workers	53	Principles 1, 3, 5	99%

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				
	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Stock Exchange BSE/NSE	32,45,000/-	Penalty for non-compliance of composition of Board and Committees due to non-availability of requisite number of independent directors. Company has requested Stock Exchanges for waiver of fines pursuant to waiver policy of the Stock Exchange. Further, the company continuously following up with MOP&NG for appointment of requisite number of Independent Directors on the Board of the company.	No
Settlement	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA

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

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.**

S.No.	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, Mangalore Refinery and Petrochemicals Limited (MRPL) have a formal Anti-Bribery Management System (ABMS) Policy in place. The policy reflects MRPL's commitment to maintaining the highest standards of integrity, transparency, and ethical conduct across all its operations.

The policy strictly prohibits all forms of bribery and corruption, whether direct or indirect, and applies to all employees, directors, contractual staff, business associates, and third parties acting on behalf of the company. It emphasizes compliance with applicable anti-bribery laws and standards and promotes a zero-tolerance approach toward bribery.

The policy also outlines responsibilities for prevention, detection, and reporting of bribery-related concerns, encourages reporting through appropriate channels without fear of retaliation, and supports continual improvement of the anti-bribery management system through monitoring and review mechanisms.

Policy Link: https://www.mrpl.co.in/Content/Anti_Bribery_Management_System_Policy.pdf

Additionally, MRPL is in process of implementing ISO 37001-2025 standards on Anti Bribery Management System. MRPL also executes an Integrity pact with bidders for all tender value above INR 1 Cr.

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

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

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

Not Applicable - no such incidents have been reported on corruption and conflicts of interest

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	34.88	26.11

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	40.12%	46.26%
	b. Number of trading houses where purchases are made from	16	9
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	87.64%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	5.54%	3.09%
	b. Number of dealers /distributors to whom sales are made	268	195
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	40.40%	44.49%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	14.46%	15.67%
	b. Sales (Sales to related parties / Total Sales)	37.71%	30.82%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.02%	0.06%
	d. Investments (Investments in related parties / Total Investments made)	99.90%	99.90%

Note: In Computing purchase from trading house as % of total Purchase, only Crude Purchase from trading house is considered in deriving the %, as the same is major procurement.

Leadership Indicators

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
10	Procurement policies and procedures – through conclaves, vendor meets, exhibitions, etc	42%
7	Retail - Safety & Sustainability; Consumer Value	30%
4	Driver Defensive Training	100%
30	PCVO Training	100%
294	Contractor safety training	100%

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

The Company has a robust and well-defined framework in place to identify, prevent, disclose, and manage conflicts of interest involving members of the Board. MRPL has adopted a Code of Conduct for Directors and Senior Management, which, inter alia, requires Board members to exercise independent and prudent judgment and to avoid any situation, decision, or relationship that may give rise to an actual, potential, or perceived conflict of interest. In addition, all Directors are required to submit annual declarations of interest and disclosures in compliance with the provisions of the Companies Act, 2013 and applicable SEBI regulations.

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	12.41%	3.50%	• Installation of a De Odouring Unit (DeOU) to significantly mitigate odorous and harmful gaseous emissions from wastewater treatment facilities and caustic handling areas, leading to improved ambient air quality, reduced odour nuisance, and enhanced workplace safety. • Advancement of plastic depolymerization research projects to strengthen environmentally responsible refinery operations and support sustainable waste management practices. • Development of an advanced stage PET depolymerization project using novel technologies to convert PET plastic waste into high purity monomers suitable for manufacturing virgin quality PET. • Promotion of a circular economy approach through effective plastic waste conversion, enabling efficient resource utilization and reducing environmental impact. • Contribution towards emission reduction and generation of broader environmental and socio economic benefits through sustainable operational initiatives. • Optimization of power plant load distribution to improve energy efficiency and reduce fuel consumption, thereby lowering overall greenhouse gas and fuel related emissions.
Capex	0.30%	0.67%	

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

   Yes. MRPL has procedures in place for sustainable sourcing of its key inputs.

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

   86.1% of tenders (by value) were covered under the Integrity Pact, which is mandatorily signed for tenders exceeding 1 crore in value except feedstocks, ensuring ethical conduct and transparency in procurement. All crude oil and other major inputs are sourced exclusively from credible and approved suppliers vetted through a rigorous registration and No-objection certificate (NOC) process, which evaluates suppliers' quality assurance systems, safety practices, and material handling capabilities. Compliance with Material Safety Data Sheet (MSDS) requirements is ensured across the supply chain to promote safe handling, environmental protection, and responsible sourcing.

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.**

S. No	Type of product	Applicable to you (Yes/No)	Processes in place to safely reclaim your products for reusing/ recycling and disposing at end of life (please provide a brief right-up of the process in place)
1	Plastics (including packaging)	Yes	MRPL manufactures Polypropylene and supplies it exclusively to downstream industrial producers. The Company has instituted safeguards to ensure that its Polypropylene is not utilized in the manufacture of single-use plastic products. As part of this commitment, MRPL mandates that all Polypropylene packaging bags prominently display the declaration "Not to be used in the manufacturing of Single-Use Plastic."

			Further, MRPL ensures that packaging materials used in its operations are managed in compliance with the Extended Producer Responsibility (EPR) framework prescribed by the Central Pollution Control Board (CPCB). Through these measures, the company reinforces its commitment to responsible production, regulatory compliance, and the promotion of sustainable plastic usage and disposal across the value chain.
2	E-waste	No	NA
3	Hazardous waste	No	NA
4	other waste-if any (add more rows if required)	No	NA

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

Yes, MRPL is producing Polypropylene and selling it to downstream producers. The packaging material required in the process is managed through Extended Producer Responsibility mandated by CPCB. EPR target of 2,145 MT acheived for FY 2025-26.

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 web-link
466/473	HSD	47.10%	Cradle to gate	Yes	No
466/473	MS	23.44%	Cradle to gate	Yes	No
466	ATF	13.32%	Cradle to gate	Yes	No
466/473	LPG	6.44%	Cradle to gate	Yes	No
466/473	Polypropylene	4.43%	Cradle to gate	Yes	No
220	Benzene	0.93%	Cradle to gate	Yes	No
2713	Petcoke	1.18%	Cradle to gate	Yes	No
466	Bitumen	0.86%	Cradle to gate	Yes	No
6700	SKO	0.31%	Cradle to gate	Yes	No
-	Sulphur, FO, MFO, MX, Naphtha, reformate	1.99%	Cradle to gate	Yes	No

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 risk and concern	Action taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
The slop oil generated is reprocessed alongside crude oil. The sludge from the Effluent Treatment Plant (ETP) is reprocessed in the DCU and used oil is also reprocessed.	0.909%	0.677%

Note: The percentage calculations are done on quantity basis as quantity of slop oil reprocessed per gross crude consumed. We are in process of tracking the actual value of materials that is going into reprocessing.

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

	FY 2025-26 Current Financial Year			FY 2024-25* Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	858	1,287	0	643	1,500
E-waste	0	0	0	0	0	0
Hazardous	0	0	0	0	0	0
waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

*Please note: The data for FY2024-25 has been updated.

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic packaging material	100%

Nitrogen Unit

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	1,065	1,065	100.00%	1,065	100.00%	NA	NA	1,065	100.00%	1,065	100.00%
Female	66	66	100.00%	66	100.00%	66	100.00%	NA	NA	66	100.00%
Total	1,131	1,131	100.00%	1,131	100.00%	66	100.00%	1,065	100.00%	1,131	100.00%
Other than Permanent employees											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	0	0	NA	0	NA	0	NA	0	NA	0	NA

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,166	1,166	100.00%	1,166	100.00%	NA	NA	1,166	100.00%	1,166	100.00%
Female	153	153	100.00%	153	100.00%	153	100.00%	NA	NA	153	100.00%
Total	1,319	1,319	100.00%	1,319	100.00%	153	100.00%	1,166	100.00%	1,319	100.00%
Other than Permanent employees*											
Male	3,748	0	0%	3,748	100.00%	NA	NA	NA	NA	3,748	100.00%
Female	263	0	0%	263	100.00%	263	100.00%	NA	NA	263	100.00%
Total	4,011	0	0%	4,011	100.00%	263	100.00%	NA	NA	4,011	100.00%

Note: *Workers with a monthly gross wage of INR 21,000 or less are eligible for coverage under ESI Act's health benefits and services.

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	0.024% (Cost incurred on well-being measures include maternity & paternity benefits, medical benefits, childcare leave benefits, Insurance and GTLI)	0.020% (Cost incurred on well-being measures include Medical Benefits as Domiciliary Claims, Cashless Claims, Insurance: GTLI & GPAI Insurance and Maternity and Paternity Leave granted to employees.)

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

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	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	NA	100.00%	100.00%	NA
ESI	NA	NA	NA	NA	NA	NA
Others – please Specify						

3. Accessibility of workplaces

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

Yes, MRPL is committed to providing an inclusive and barrier-free work environment and ensures that its office premises are accessible to persons with disabilities in line with the provisions of the Rights of Persons with Disabilities Act, 2016. The company has implemented accessibility-friendly infrastructure, including ramps, elevators, escalators, and other supporting facilities, to enable safe and independent access for employees and workers with physical challenges.

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

Yes, weblink: https://mrpl.co.in/sites/default/files/Equal_Opportunity_Policy.pdf

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	100.00%	100.00%	100.00%
Female	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%	100.00%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, grievance redressal committee is nominated for addressing grievances.
Other than Permanent Workers	Yes, the grievances of secondary workforce are resolved through respective Engineer-in-Charge & HR Team (Contract cell)
Permanent Employees	Yes, grievance redressal committee is nominated for addressing grievances.
Other than Permanent Employees	Not Applicable

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

Category	FY2025-26			FY2024-25*		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	1,065	906	85.07%	1,092	924	84.62%
Female	66	52	78.79%	70	54	77.14%
Total	1,131	958	84.70%	1,162	978	84.17%
Permanent Workers						
Male	1,166	1,136	97.43%	1,212	1,159	95.63%
Female	153	148	96.73%	156	148	94.87%
Total	1,319	1,284	97.35%	1,368	1,307	95.54%

*Note: Data for FY2024-25 has been updated.

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 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	1,065	942	88.45%	963	90.42%	1,092	956	87.55%	881	80.68%
Female	66	55	83.33%	64	96.97%	70	60	85.71%	65	92.86%
Total	1,131	997	88.15%	1,027	90.80%	1,162	1,016	87.44%	946	81.41%
Workers										
Male	1,166	1,149	98.54%	756	64.84%	1,212	1,193	98.43%	579	47.77%
Female	153	147	96.08%	129	84.31%	156	148	94.87%	93	59.62%
Total	1,319	1,296	98.26%	885	67.10%	1,368	1,341	98.03%	672	49.12%

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

Category	FY 2025-26* (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,065	1,065	100%	1,092	1,092	100%
Female	66	66	100%	70	70	100%
Total	1,131	1,131	100%	1,162	1,162	100%
Workers						
Male	1,166	1,166	100%	1,212	1,212	100%
Female	153	153	100%	156	156	100%
Total	1,319	1,319	100%	1,368	1,368	100%

*The data for FY2025–26 is currently provisional and reflects information for on-roll employees only, as the appraisal process for this period has not yet started.

10. Health and safety management system:

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

Yes. MRPL has implemented an Occupational Health and Safety Management System (OHSMS) certified under ISO 45001:2018. The system is applicable to all employees and contract workers whose work and/or workplace is under the operational control of the Company.

The OHSMS is aligned with and implemented in compliance with all applicable legal and regulatory requirements, including the Factories Act, 1948, the Model Rules under the Factories Act, the Karnataka Factories Rules, 1969, Petroleum & Natural Gas Regulatory Board (PNGRB) and relevant Oil Industry Safety Directorate (OISD) guidelines. This ensures a structured, systematic, and compliant approach to occupational health and safety across MRPL's operations.

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

MRPL has established systematic and robust processes to identify work related hazards and assess associated risks for both routine and non-routine activities, in line with its Occupational Health and Safety Management System.

Risk identification and assessment processes include:

- Risk based safety studies such as Quantitative Risk Assessment (QRA), Hazard and Operability Studies (HAZOP), Job Safety Analysis (JSA), and Pre Commissioning Safety Audits for new, modified, or non-routine operations.
- Periodic internal and third-party safety audits, including audits conducted by external agencies such as OISD, to evaluate operational risks and compliance.
- Hazard Identification and Risk Assessment (HIRA) of existing facilities, which is carried out, reviewed, and updated annually/ on-need basis by all concerned departments to identify emerging risks and implement suitable control measures.

Occupational health surveillance and industrial hygiene measures are an integral part of the risk assessment framework and include:

- Routine medical checkups for employees.
- Periodic comprehensive medical examinations for vulnerable and risk exposed groups, including food handlers, security personnel, drivers, height workers, and other identified categories.
- Specialized medical tests, such as Urine Phenol testing, Pure Tone Audiometry, Spirometry, eye examinations for drivers, and specific tests for women employees and employees aged 45 years and above.
- Industrial Hygiene surveys to monitor and assess exposure to physical, chemical, biological, and noise related hazards.

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

Yes, MRPL has established defined processes that enable workers to report work-related hazards and remove themselves from unsafe situations. Employees and contract workers can raise safety concerns through participation in safety committee meetings, safety suggestion/near-miss reporting mechanisms, and an internal online reporting platform, allowing both direct and anonymous reporting of unsafe acts or conditions. Further, MRPL promotes a "stop-work" authority culture, empowering workers to withdraw from tasks and halt work in situations of imminent danger, thereby reinforcing their right to a safe and healthy workplace.

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

Yes, MRPL provides access to non-occupational medical and healthcare services to all employees and contract workers through 24*7 Occupational Health Centers (OHCs) and an in-house MRPL Hospital. OHC services, including OPD, IPD, first aid, ambulance, and emergency medical care, are provided at MRPL hospital. In addition, regular health awareness sessions are conducted, and all facilities are staffed by qualified medical professionals and maintained as per applicable standards.

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.62	0
	Workers	0.21	0.47
Total recordable work-related injuries	Employees	11	0
	Workers	19	0
No. of fatalities	Employees	2	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	2	3

*Note: For above data, Employees consist of MRPL Management & Non-Management. For workers, Contract workers are considered.

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

MRPL undertakes comprehensive and systematic measures to ensure a safe and healthy workplace for all employees and contract workers across its operations. Key measures include:

- Proactive hazard identification and risk mitigation through structured risk assessments, regular internal safety inspections, and periodic third-party safety audits to identify gaps and implement corrective actions.
- Regular training and capacity building programmes for employees and workmen covering emergency response, hazard identification, first aid, firefighting techniques, ergonomics, and the correct use of Personal Protective Equipment (PPE).
- Mandatory reporting, investigation, and analysis of near miss incidents, first aid cases, lost time injuries, and fatal incidents, with corrective and preventive actions tracked to closure.
- Installation of safety signage and visual warnings at identified high risk locations to enhance awareness and promote safe behavior.
- Active functioning of Area level and Central Safety Committees, which meet periodically to review safety performance, discuss incidents, and drive continuous improvement in safety practices.
- Periodic onsite and offsite emergency mock drills to test preparedness, strengthen emergency response capabilities, and ensure coordination among stakeholders.
- Regular housekeeping and workplace inspections to maintain clean, orderly, and hazard free work environments.

These measures are supported by documented procedures, continuous monitoring, and 24*7 emergency medical facilities, reinforcing MRPL's strong commitment to occupational health and safety, regulatory compliance, and continuous improvement of workplace safety culture.

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

	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
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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.

All safety-related incidents are systematically investigated by MRPL to identify root causes and underlying risks. The learnings and recommendations from investigation reports are communicated and shared across the organization to enhance awareness and prevent recurrence of similar incidents. Based on the findings, corrective and preventive actions are identified and implemented in a time-bound manner.

The effectiveness of implemented corrective actions is periodically reviewed through follow-up assessments, inspections, and safety audits to ensure sustained risk reduction. Any significant risks or concerns arising from assessments of health and safety practices and working conditions are evaluated as part of routine and periodic safety reviews and are monitored during internal audits and management review meetings.

Identified health and safety risks are addressed in line with the hierarchy of risk controls, prioritizing risk elimination, substitution, engineering controls, administrative controls, and use of personal protective equipment (PPE), as applicable. These measures collectively ensure continuous improvement in workplace safety performance and reinforce MRPL's commitment to providing a safe and healthy working environment.

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 (Yes/No)	Yes
b.	Workers (Yes/No)	Yes

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

MRPL ensures statutory compliance by incorporating specific clauses in its General Conditions of Contract (GCC), requiring contractors and vendors to deduct and deposit applicable statutory dues. MRPL does not directly engage contract workmen; contractors deploy labour as per job requirements and are responsible for compliance with applicable statutory provisions, including timely disbursal of wages through e-payment and remittance of EPFO, ESIC and other statutory contributions. As Principal Employer, MRPL requires contractors to submit proof of wage payment and statutory compliance before processing their bills. Compliance is further ensured through periodic audits by the concerned officer, HR and finance functions.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	3	0	1	0
Workers	2	4	0	0

Note: The data for FY2024-25 has been updated. For above data, Employees consist of MRPL Management & Non-Management. For workers, Contract workers are considered.

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, transition assistance programs are provided to support employees in managing career endings due to retirement or separation.

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	100%
Working Conditions	100%

Note: The numbers reported here exclude the retail outlets.

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.

MRPL undertakes periodic assessments of health and safety practices across its value chain partners, including marine transportation and logistics operations. Based on these assessments, corrective and preventive actions are implemented to address identified risks and concerns.

With respect to marine operations, MRPL issues notices to vessels prior to berthing to ensure compliance with prescribed health and hygiene standards, particularly during periods of heightened health risk such as pandemics. Wherever applicable, clearance from the Port Health Officer is obtained before commencement of loading or discharge operations, to mitigate health and safety risks and ensure adherence to port and statutory requirements.

In relation to transport partners, corrective actions include safety training programmes for Public Carrier Vehicle Operators (PCVOs) and tank-truck crews, Defensive Driver Training (DDT), and conduct of mock emergency drills. Health-related interventions such as eye-testing camps and distribution of spectacles are undertaken, and canteen and rest facilities at loading points are upgraded to improve working conditions.

Further, MRPL conducts regular inspections and audits, and where gaps are identified, time-bound corrective action plans are implemented and monitored for effectiveness. Contractual agreements with value chain partners include mandatory clauses on legal compliance and workplace safety, covering use of PPE, safety training, and work-permit systems. Value chain partners are required to comply with MRPL's HSE standards as part of these contractual obligations. All new retail outlet dealers were trained in operations, while over 100 forecourt staff across five regions received safety and service training through Hydrocarbon Sector Skill Council (HSSC). Retail outlets are monitored through quarterly inspections.

All safety-related incidents involving value chain partners are investigated, and lessons learned are shared to prevent recurrence. The effectiveness of corrective actions is verified through follow-up audits and continuous monitoring. These measures collectively strengthen health and safety performance across the value chain and safeguard personnel involved in MRPL's operations.

FGTU Unit

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.**

   MRPL follows a structured and systematic process to identify its key stakeholder groups. The process combines both formal and informal engagement mechanisms to understand stakeholder relationships, needs, and expectations. It is implemented across four clearly defined stages planning, identification, engagement, and reporting.

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

S. No.	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
1	Customers	No	Email, Website, Advertisements, Notifications, Meetings	On a requirement basis	• Focus on diversification of products; sales arrangements; pricing; regulatory compliance • Sales of Petroleum & Petrochemical products • Hiring of Ship • Communications related to contracts, its execution and commercials • Feedback on Product Quality and Service Levels; Consumer expectations; Sales improvement; Understanding Market dynamics; identifying opportunities for network expansion
2	Suppliers	Yes	Email, Website, Vendor Meet, Awareness Sessions, Conferences and Conclaves.	On a requirement basis	• To tie up for Crude oil Procurement; covering opportunity supplies; pricing and contractual terms etc. • Engagement on vessel hiring; to enhance participation in MRPL spot tender for vessel hire; charter party terms & conditions; compliance requirements etc.

S. No.	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
					• To Enhance the participation in MRPL Tenders and to create awareness on Public Procurement policies and procedures for Procurement in Government E-Market Place (GeM), Trade receivables and Discounting (TReDS) etc.
3	Shareholders/ Investors	No	Annual general meeting, corporate website, press release, press conference	Annually and on a requirement basis.	Financial performance, risk management, corporate governance, dividend.
4	Employees & Workers	No	Circulars, Intranet, Digital Board, E-mails, Site Meetings and SMS	On requirement basis	Regular updates. Concerns raised are being taken care
5	Workers engaged through contractors	No	Digital Board, Site Meetings and tool-box talks	On regular basis	Meeting updates, updates on digital board on regular basis etc.
6	Communities	Yes	Email, Website	On a requirement basis	Education, healthcare, sanitation, environmental sustainability and empowerment of women & weaker section, as focus areas for its CSR engagement for supporting the community
7	Government/ Regulatory bodies	No	E-mails, notices, website	Quarterly, Yearly, On a requirement basis	Regarding compliances on act and rules
8	Retail Dealers	No	Email, Website, Advertisements, Notifications, Meetings	Annually with top management, Quarterly and need basis with region level officers	• Communications with regard to new initiatives, any revision in business environment • Feedback on Product Quality and Service Levels • Consumer expectations • Sales improvement • Understanding Market dynamics • Identifying opportunities for network expansion

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.**

   Stakeholder consultations at MRPL are primarily conducted by functional teams, business heads and relevant company officers as part of regular business operations. These consultations cover economic, environmental and social matters relevant to the Company and its stakeholders. Feedback and issues of strategic or material significance arising from these engagements are consolidated and escalated to the Board through established reporting structures or routed via dedicated Board-level committees. Committees overseeing Business Risk, CSR and Sustainability, Marketing Strategies & IT Oversight, Planning & Projects and Dispute Settlement serve as key channels for reviewing stakeholder inputs and ensuring appropriate Board-level consideration and guidance.

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. MRPL uses stakeholder consultation to support the identification and management of environmental and social topics. Inputs are received from stakeholders through quarterly community awareness programmes conducted on various environmental indicators. These consultations help identify areas for improvement in environmental and social performance. The feedback received is considered while planning and implementing environmental initiatives, community awareness activities and CSR projects. While undertaking CSR initiatives under the approved focus areas, MRPL also consults concerned stakeholders such as community representatives and local authorities to align programmes with community needs and incorporate relevant stakeholder inputs into its policies and activities.

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

   MRPL undertakes focused engagement and actions to address the concerns of vulnerable and marginalized stakeholder groups through targeted social, economic and employment related initiatives.

   - The Company implements community development initiatives such as providing infrastructure support to government aided schools, vocational training centres and rehabilitation facilities. These programmes particularly benefit women, girls and students in underserved regions and are aimed at improving access to education, skills and social upliftment.
   - MRPL follows the Government of India's Public Procurement Policy for Micro and Small Enterprises (MSEs), which mandates procurement from MSE vendors, including those owned by entrepreneurs from Scheduled Castes (SC), Scheduled Tribes (ST) and women led enterprises, thereby promoting inclusive economic participation.
   - In addition, the Company promotes inclusive employment practices by providing opportunities to individuals from socially and economically disadvantaged communities, reinforcing its commitment to equitable workforce representation and social inclusion.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of Employees / workers covered (B)	% (B/A)	Total (C)	No. of employee/ workers covered (D)	% (D/C)
Employees						
Permanent	1,131	1,059	93.63%	1,162	1,075	92.51%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	1,131	1,059	93.63%	1,162	1,075	92.51%
Workers						
Permanent	1,319	1,297	98.33%	1,368	1,345	98.32%
Other than permanent	4,011	0	0.00%	4,089	0*	0.00%*
Total Employees	5,330	1,297	24.33%	5,457	1,345	24.65%

*Note: The data for FY2024-25 was updated, as we only conduct training for Permanent employees and workers

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage to		More than Minimum Wage		Total (D)	Equal to Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1,131	0	0.00%	1,131	100.00%	1,162	0	0.00%	1,162	100.00%
Male	1,065	0	0.00%	1,065	100.00%	1,092	0	0.00%	1,092	100.00%
Female	66	0	0.00%	66	100.00%	70	0	0.00%	70	100.00%
Other than Permanent	0	0	NA	0	NA	0	0	NA	0	NA
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Workers										
Permanent	1,319	0	0.00%	1,319	100.00%	1,368	0	0.00%	1,368	100.00%
Male	1,166	0	0.00%	1,166	100.00%	1,212	0	0.00%	1,212	100.00%
Female	153	0	0.00%	153	100.00%	156	0	0.00%	156	100.00%
Other than Permanent	4,011	0	0.00%	4,011	100.00%	4,089	0	0.00%	4,089	100.00%
Male	3,748	0	0.00%	3,748	100.00%	3,786	0	0.00%	3,786	100.00%
Female	263	0	0.00%	263	100.00%	303	0	0.00%	303	100.00%

3. **Details of remuneration/salary/wages**

a. Median remuneration / wages:

S. No.	Type of employee	Male		Female	
		Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
1	Board of Directors (BoD)	3	67,70,334	0	0
2	Key Management Personnel (KMP)	4	66,90,418	0	0
3	Employees other than BoD and KMP	1,096	32,90,066	73	21,52,793
4	Workers	1,204	17,03,606	153	12,91,431

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

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	5.87%	6.25%

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. MRPL has established defined systems, processes, and accountability mechanisms to address and prevent adverse human rights impacts arising from or contributed to by its operations. The Company maintains a zero-tolerance approach towards human rights violations, including a strict prohibition on child labour, forced labour, and all forms of discrimination. MRPL's policies and practices are aligned with the fundamental rights enshrined in the Constitution of India, applicable labour laws, and relevant international frameworks, including ILO conventions.

To ensure effective implementation and oversight, an Engineer-in-Charge is designated for each work order / unit / installation to monitor compliance with applicable statutory, labour, and human rights requirements at the operational level. In addition, the Human Resources function acts as the central focal point for addressing human rights concerns, including grievance redressal related to employees, contract labour, and other workers engaged at MRPL's establishments.

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

Mangalore Refinery and Petrochemicals Limited (MRPL) is committed to upholding and promoting human rights across all its operations. MRPL has institutionalized a structured Grievance Redressal Mechanism to address employee concerns, including those related to human rights. Employees can register their grievances by writing it to the Committee. These grievances are reviewed by the respective Grievance Redressal Committee, which engages with the aggrieved employees to seek a fair resolution. If the employee is not satisfied with the committee's decision, an appeal can be filed for further review.

Internal Committee (IC) have been reconstituted at all relevant locations. Detailed guidelines governing the constitution, roles, and procedures of the ICCs have been widely circulated to ensure transparency and adherence to due process.

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

Category	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	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-

Category	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
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY2025-26	FY2024-25
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	0.00%	0.00%
Complaints on POSH upheld	0	0

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

MRPL has established mechanisms to prevent adverse consequences to complainants in cases of discrimination and harassment. Awareness and sensitization sessions are regularly undertaken on Conduct, Discipline and Appeal (CDA) rules, gender sensitivity and the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to promote a safe and respectful work environment.

The Company has a Grievance Redressal Policy in place covering various sections of employees, providing structured channels for reporting concerns without fear of retaliation. In addition, an Internal Complaints Committee (ICC) has been constituted in accordance with the provisions of the POSH Act, 2013, to ensure complaints are handled in a confidential, fair and non-retaliatory manner, thereby safeguarding complainants against victimization or adverse consequences. The Liaison Officer periodically holds meeting with office bearers of SC/ST associations and representatives of PwBD employees to address issues and grievances of the concerned employees. Awareness sessions are undertaken on Sensitization workshops for spreading awareness on POSH Act for employees. The mechanisms to prevent adverse consequences: Internal Committee (IC) constituted as per provisions of POSH Act, 2013.

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

Yes, human rights requirements are incorporated into business agreements and contracts as part of the General Conditions of Contract.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%*
Others	0%

*For third-party/outsourced contractual workers

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

With respect to the secondary workforce, including outsourced contractual workers, no significant risks or adverse observations were reported by statutory authorities during the reporting period. Accordingly, no corrective actions were required to be initiated.

As a preventive and control measure, MRPL, in its capacity as the Principal Employer, continues to ensure that all applicable statutory compliances are fulfilled by contractors. This includes timely disbursal of wages through electronic payment modes, provision of applicable statutory benefits, and remittance of statutory contributions to concerned authorities such as EPFO and ESIC.

Prior to processing contractor bills, MRPL mandates submission of documentary evidence of compliance, including proof of wage payments and statutory remittances. These controls serve as an ongoing assurance mechanism to prevent non-compliance, address potential risks proactively, and ensure continued adherence to labour and human rights obligations across the contractual workforce.

Leadership Indicators

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

   Not Applicable

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

   Compliance with applicable labour laws and human rights requirements is an integral part of MRPL's operational framework and is embedded as a mandatory condition in tender documents and contractor agreements. The scope of due diligence explicitly covers the prevention of child labour, adherence to statutory wages, compliance with occupational health and safety norms, and provision of fair and humane working conditions for all workers, including contract labour.

   Coverage and effectiveness of these requirements are ensured through a combination of periodic audits conducted by the Human Resources function and regular inspections by statutory authorities, including Labour Enforcement Officers and the Labour Commissioner, to monitor compliance with applicable labour and human rights regulations. Through these mechanisms, MRPL seeks to ensure ongoing compliance, timely identification of gaps, and corrective actions, thereby reinforcing its commitment to responsible contracting and respect for human rights across its value chain.

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

   Yes, 100% of offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

MRPL Solar unit inside the refinery

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	7,56,248	2,04,225
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) GJ	7,56,248	2,04,225
From non-renewable sources (GJ)		
Total electricity consumption (D)	78,724	6,40,058
Total fuel consumption (E)	6,95,15,902	7,41,20,267
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	6,95,94,626	7,47,60,325
Total energy consumed (A+B+C+D+E+F) (GJ)	7,03,50,874	7,49,64,550
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) – GJ/ INR million	66.93	68.60
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed GJ/ Revenue from operations adjusted for PPP) – GJ/ USD million	1,361.30	1,417.28
Energy intensity in terms of physical output (GJ/MT of gross crude consumed)	4.19	4.15
Energy intensity (optional)	-	-

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

Yes, Bureau Veritas.

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.**

Yes, MRPL was identified as a Designated Consumer (DC) under the PAT Scheme of the Government of India. Accordingly, MRPL participated in PAT Cycle-VI under the refinery sector, which was concluded during FY 2022–23. Following the completion of PAT Cycle-VI, MRPL has not been notified as a DC under subsequent PAT cycles.

In June 2023, the Government of India introduced the Carbon Credit Trading Scheme (CCTS) under the Energy Conservation Act, 2001, and the National Steering Committee for the Indian Carbon Market decided to transition the PAT Scheme into the compliance mechanism under CCTS.

Under the CCTS framework, Greenhouse Gas Emission Intensity (GEI) targets were communicated to MRPL in January 2026. For FY 2025–26, MRPL has been assigned a GEI target of 5.6885, against which the unaudited achieved value stands at 5.3305, indicating performance better than the stipulated target. The Monitoring and Verification (M&V) audit under CCTS is scheduled to be completed in July 2026.

3. a. **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	1,89,85,746	1,42,24,168
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	4,63,316	56,77,319
(v) Others – SEPU Water	37,21,869	52,64,327
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,31,70,931	2,51,65,814
Total volume of water consumption (in kilolitres)	2,18,02,513	2,21,27,450
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) – kL/ INR million	20.74	20.25
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) – kL/ USD million	421.88	418.34
Water intensity in terms of physical output (kL/MT of gross crude consumed)	1.30	1.23
Water intensity (optional) – the relevant metric may be selected by the entity		-

b. **Indicate if any independent assessment/ evaluation/assurance has been carried out Water Withdrawal and Consumption data by an external for agency? (Yes/No)**

Yes, Bureau Veritas.

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	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	27,06,766	69,47,003
- No treatment	0	0
- With treatment – please specify level of treatment	27,06,766	69,47,003
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	27,06,766	69,47,003

*The data for FY2024-25 has been updated.

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

Yes, Bureau Veritas

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

   No, MRPL does not have any mechanism in place for Zero Liquid Discharge. However, MRPL aims to maximize the recycling of water.

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

	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	TPA	2,544.00	2,190.00
SOx	TPA	14,628.00	17,325.00
Particulate matter (PM)	TPA	163.30	172.04
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	TPA	1.30	1.40
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

   b. **Indicate if any independent assessment/ evaluation/assurance has been carried out for Air Emissions (other than GHG Emissions) by an external agency? (Yes/No)**

   No

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

Parameter	Please specify unit	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	52,62,173	56,75,575
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	29,986	1,43,254
Total Scope 1 and Scope 2 emission intensity per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO_2e/INR million	5.03	5.32
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP	tCO_2e/USD million	102.40	110.01
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/MT of gross crude consumed	0.315	0.320
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-		-

Note:

- For intensity calculation of FY2026, the adjusted PPP conversion factor of INR 20.34/USD (as per latest IMF rates) has been applied. Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

- Emissions calculations are as per GHG protocol and include emissions from MRPL refinery, aromatic complex and associated facilities.

b. Indicate if any independent assessment/ evaluation/assurance has been carried out for total GHG Emissions by an external agency? (Yes/No)

Yes, Bureau Veritas.

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

Yes, MRPL has undertaken multiple initiatives aimed at reducing greenhouse gas emissions as part of its long-term decarbonization strategy. The company has aligned its climate ambition with its parent organization and has set a Net Zero aspiration for Scope 1 and Scope 2 emissions by 2038. Identified initiatives include integration of renewable energy, electrification of tracing, electrification of compressor drives, adoption of cleaner fuels such as biofuels and natural gas, and evaluation of carbon capture and storage solutions. MRPL has initiated projects related to green hydrogen, renewable power integration, sustainable aviation fuel production, and fuel switching from liquid fuels to natural gas to lower carbon intensity. In addition, continuous energy conservation measures are being implemented across refinery operations, focusing on efficiency improvement, process optimization, electrification, and reduction of utility losses. These initiatives collectively support reduction of greenhouse gas emissions, enhanced energy efficiency, and MRPL's transition towards a lower-carbon and more sustainable operational model.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	2,224	2,434
E-waste **(B)**	166	213
Bio-medical waste **(C)**	0.84	1.1
Construction and demolition waste (D)	0	0
Battery waste (E)	2.97	17.8
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) - Oily sludge, spent catalyst, spent activated carbon, Discarded Containers, used oil, Furnace Residue etc.	10,592	9,356
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	3,903	3,223
Total (A+B + C + D + E + F + G + H) (MT)	16,889	15,245
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) – MT/ INR million	0.016	0.014
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) – MT/ USD million	0.33	0.29
Waste intensity in terms of physical output – MT/ MT of gross crude oil processed	0.00101	0.00085
Waste intensity (optional) – the relevant metric may be selected by the entity		

Note:

- For intensity calculation of FY2026, the adjusted PPP conversion factor of ₹20.34/USD (as per latest IMF rates) has been applied. Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND
- E-waste was disposed through CPCB/ KSPCB-approved recyclers.
- Hazardous waste is managed as per Hazardous Waste Rules, 2016. Spent catalysts and other waste are stored and disposed through authorized recyclers approved by CPCB/KSPCB.

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	4,932	6,712
(ii) Re-used	3,732	5,266
(iii) Other recovery operations	0	0
Total	8,664	11,978
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	9
(ii) Landfilling	304	24
(iii) Other disposal operations	4,935	3,383
Total	5,240	3,416

b. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas.

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.

MRPL has adopted comprehensive circular economy principles aimed at minimizing waste generation and optimizing resource efficiency. The Company emphasizes waste reduction at source and promotes reuse and recycling across operations wherever technically and economically feasible.

As part of its process optimization initiatives, MRPL utilizes recycled materials and integrates slop oil generated during operations into the Crude Distillation Unit (CDU) along with crude oil. Used oil generated from operations is blended with crude oil and reprocessed, enabling resource recovery and minimizing hazardous waste disposal. Further, sludge generated from the Effluent Treatment Plant (ETP) is safely processed in the Delayed Coker Unit (DCU), thereby reducing off-site disposal and environmental impact.

All waste, including hazardous wastes, are managed in strict adherence to the applicable regulatory framework and the prescribed waste management hierarchy, prioritizing reduction, reuse, and recycling, with safe and environmentally sound disposal adopted as a last resort. Comprehensive Standard Operating Procedures (SOPs) are established, implemented, and periodically reviewed to ensure systematic handling, storage, processing, and disposal of waste across all operations. These practices reinforce MRPL's commitment to environmental stewardship, regulatory compliance, and sustainable operations.

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

S. No.	Location of operations/ offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No)	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:

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

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

Yes, MRPL is compliant with all applicable environmental law/ regulations/ guidelines in India

S. No.	Specify the law/regulation/ guidelines which were 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
1	Nil	Nil	Nil	NA

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

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

Not Applicable

b. **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

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	5,14,29,330	5,49,64,477
Total Scope 3 emissions per rupee of turnover	tCO_2e/INR million	48.93	50.30
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO_2e/MT of gross crude processed	3.06	3.05

Note: Emissions calculations are as per GHG protocol and includes emissions from MRPL refinery, aromatic complex and associated facilities.

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, since no operations around the ecologically sensitive areas

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Municipal STP water	Utilization of Municipal STP water in MRPL operations	Reduced dependency on freshwater intake
2	RLNG utilization	MRPL has implemented a Natural Gas facility with a capacity of 1.2 MMSCMD to utilize natural gas in Processing Units (HGU) and CPPs, which is now operational.	Reduction in emissions from heaters

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Energy Efficiency Improvement measures	A comprehensive energy efficiency programme was implemented across refinery operations, focusing on process optimization, equipment upgrades, and cleaner energy utilization. Key measures included optimization of power sourcing through grid and gas-based power import, use of natural gas in process units, replacement of critical heat recovery equipment such as air pre-heaters and gas-air pre-heaters, operating pressure optimization in selected units, upgradation of insulation for steam networks, replacement of pumps with higher-efficiency systems, optimization of wash water injection, and operating parameter improvements in Sulphur recovery and treating units.	Energy Savings equivalent to 43,436 MTOE/annum

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

Yes, the company has a comprehensive emergency response and disaster management plan guided by PNGRB regulations. The on-site emergency plan, approved by the Directorate of factories, boilers, industrial safety & health, Government of Karnataka, addresses multiple accident scenarios with defined mitigation and response measures, supported by biannual mock drills to test preparedness. The off-site emergency plan is approved by the Chairman, District Disaster Management Authority (DDMA), Dakshina Kannada and covers natural disasters such as floods, earthquakes, cyclones, and pandemics.

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.**

Not Applicable

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

100% of all vessels hired for crude and vessel accepted for export necessarily comply environmental compliances terms covered under MARPOL (International Convention for the Prevention of Pollution from Ships).All Suppliers and Service providers give undertaking to abide by General Guidelines for Environment and Energy Compatibility which is part of Tender GCC. This process incorporates clauses pertaining to environmental, social, labour practice criteria and quality compliance, ensuring alignment with internal control mechanisms and statutory requirements.

8. **How many green credits have been generated or procured:**

   a. **By the listed entity:** Nil

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** Nil

Crude Distillation Unit

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.**

   MRPL is affiliated with four trade and industry associations as indicated below.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Export Organizations (FIEO)	National
2	UN Global Compact network India (UNGCNI)	National
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Petroleum Industry (FIPI)	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, since there were no such issues reported in FY 2025-2026.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify	Web link, if available
1	MRPL contributes to the development of public policy and industry standards through constructive and transparent engagement with key government and regulatory bodies, including the Ministry of Petroleum & Natural Gas (MoP&NG), Oil Industry Safety Directorate (OISD), Centre for High Technology (CHT), Petroleum and Natural Gas Regulatory Board (PNGRB) and Federation of Indian Petroleum Industry (FIPI). Through these engagements, MRPL provides technical expertise, operational insights, and industry perspectives to support evidence-based policy formulation and standard-setting initiatives. These efforts are aligned with national energy priorities, safety, sustainability, and public welfare objectives.				

Refinery

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
Construction of Indoor Stadium of Gonikoppal High school ground, Kodagu	4200010652	09/03/2026	Yes	Yes	https://www.mrpl.co.in/en/
Development of Community Hall in Hoovinahadagali, Belleary	4200010652	09/03/2026	Yes	Yes	https://www.mrpl.co.in/en/
Development of public Park near Karnataka Taluk office, Karkala, Udupi	4200010652	09/03/2026	Yes	Yes	https://www.mrpl.co.in/en/

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
1	Green Belt – 27 acres	Karnataka	Dakshina Kannada	R & R data collection is under process	R & R data collection is under process	Nil

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

MRPL has established Standard Operating Procedures (SOPs) for receiving, addressing, and resolving grievances raised by members of the local community. Grievances from the local community are received through telephonic communication channels, enabling prompt reporting of concerns. Upon receiving a complaint, MRPL undertakes site inspections and monitoring of the refinery boundary areas, wherever required, to identify any abnormalities or potential environmental issues.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year
Directly sourced from MSMEs/ small producers	1.29%	54.82%*
Directly from within India	24.07%	21.78%

*Last year the total crude input was not considered in the calculations. However, this year we have included crude inputs.

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	0.61%	0.79%
Semi-urban	0.00%	0.00%
Urban	92.98%	93.88%
Metropolitan	6.41%	5.33%

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
No such negative impacts were identified in the reporting period of FY2025-26	

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

S. No.	State	Aspirational District	Amount spent (in INR)
1	Karnataka	Raichur	1,00,53,994
2	Karnataka	Yadgir	74,71,413

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

Yes, MRPL follows the Public Procurement Policy for Micro and Small Enterprises (MSEs) notified by the Ministry of MSME, which includes specific provisions for SC/ST and women entrepreneurs.

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

MRPL procures from MSEs including MSEs owned by SC/ST and women entrepreneurs and MRPL also encourages participation of Startups in Tenders by relaxation with respect to Prior turnover and prior experience except for the items related to public safety, health, critical safety operation & equipment etc.

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

51% of total Procurement done by MSE Entrepreneurs. 1% of Total Procurement done from MSE SC/ST Entrepreneurs and 5.6% of Total Procurement done from MSE Women Entrepreneurs.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable – No such benefits derived and shared from intellectual properties				

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
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Total 285 projects taken up in 2025-26 which includes Construction of Classrooms, Toilets, Dining hall in Govt. Schools and Colleges and Angavadi centers. Procurement of furniture, lab equipment, Sports items, Computers to School and Colleges. Procurement of CB - NAAT Machines, other medical equipments to District hospitals and PHCs. Construction of hospital and PHC buildings. Providing drinking water coolers and other Basic amenities to schools and Govt hostels. Support for Construction of old-age homes etc. Providing motorized tricycle to disabled persons and also conducting artificial limb camps etc.	3,20,000	70%

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.**

MRPL has established multiple, accessible mechanisms to receive and respond to consumer complaints and feedback, ensuring timely redressal and continuous improvement in customer service. These mechanisms include:

- An online, web-based complaint management portal that enables consumers to register complaints and track their resolution.
- The Centralized Public Grievance Redress and Monitoring System (CPGRAMS) of the Ministry of Personnel, Public Grievances and Pensions, which allows consumers to submit grievances directly through a government-monitored platform.
- Display of contact details of the sales officer or other concerned authorities at retail outlets to facilitate direct communication with customers.
- Availability of a complaint register / suggestion book at Retail Outlets (Petrol Pumps) for recording consumer grievances and feedback.
- Complaints received through email from consumers directly addressed to Company representatives are also acknowledged and responded to.

All complaints received through these channels are reviewed, addressed in a timely manner, and closed with appropriate feedback from the complainant, reinforcing MRPL's commitment to consumer satisfaction, transparency, and responsiveness.

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

Parameters	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%*
Safe and responsible usage	100%*
Recycling and/or safe disposal	4.43%*

*Tank Trucks of petroleum products use HAZCHEM labels

*Material safety data sheet (MSDS) is available on request to all stakeholders for safe handling of material during transit/ usage.

*Polypropylene bags used for packaging purpose of PP are labelled with Recycling Mode

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

	FY 2025-26 (Current Financial Year)		Remarks	FY2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

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

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   Yes, MRPL has an Information Security policy in place and MRPL is certified for Information Security Management Systems (ISMS), ISO 27001:2022.

   The weblink to the information security policy is https://mrpl.co.in/Content/ISO_27001_2022.pdf

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

   No incidents related to cyber security or data privacy were reported and therefore, no corrective actions were necessary.

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:** Nil

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

Leadership Indicators

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

   Information of MRPL's products and services can be accessed through the following links: https://mrpl.co.in/en/Parent/Marketing_and_Products

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

   MRPL undertakes multiple measures to inform and educate consumers and users about the safe and responsible use of its products across the supply chain.

   For petroleum products, appropriate HAZCHEM codes are displayed on tank trucks (TTs) prior to induction to ensure readiness for safe handling and emergency response. In addition, Material Safety Data Sheets (MSDS) are provided to tank-truck crews to enhance awareness regarding product characteristics, handling precautions, potential hazards, and emergency response measures.

   MRPL also shares Material Safety Data Sheets (MSDS) and Technical Data Sheets (TDS) with customers directly or through the Dealer/Consignment Agent (DCA/CS) network, as applicable, to enable safe storage, handling, and end use of products.

   Further, to support responsible product usage, compliance certificates for all Polypropylene (PP) grades manufactured by MRPL are made available on the Company's website, ensuring easy access to relevant product specifications and regulatory information for customers and downstream users.

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

   MRPL has established well-defined communication mechanisms to proactively inform consumers about any potential risk of disruption or discontinuation of essential products and services. The Company maintains a structured communication channel through its regional offices and designated sales officers, who act as the primary point of contact for customers and stakeholders.

   In the event of anticipated or unforeseen disruptions, MRPL communicates timely information through multiple modes, including emails, telephone calls, SMS alerts, social media platforms, and formal notices, as applicable. These channels are utilized to provide advance intimation, operational updates, and guidance to end users, ensuring transparency, preparedness, and continuity of service to the extent feasible.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey about 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, MRPL displays product information in line with applicable regulatory requirements. In the case of Polypropylene products, details such as grade name and batch number are printed on the packaging bags. For other products, relevant product information is made available through the Company's website and is also displayed at retail outlets, as applicable, to enable customers to access essential product-related details.