JOCKEY®

16 July 2026

The Secretary	The Secretary
Corporate Relationship Dept.	National Stock Exchange of India Limited
The Bombay Stock Exchange	Exchange Plaza,
Rotunda Building	Bandra Kurla Complex
Phiroze Jeejeebhoy Towers	Mumbai – 400 051
Dalal Street, Mumbai – 400 001	

Dear Sir,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, we herewith enclose the Business Responsibility and Sustainability Report for Financial Year 2025- 26, which also forms part of the Annual Report 2025-26.

Thanking you,

Yours faithfully,
For Page Industries Limited

MURUGESH C Digitally signed by MURUGESH C
Date: 2026.07.16 15:48:17 +05'30'

Murugesh C
Company Secretary

Encl: as above

ANNEXURE : V: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sl. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L18101KA1994PLC016554
2.	Name of the Listed Entity	Page Industries Limited
3.	Year of incorporation	1994
4.	Registered office address	Cessna Business Park, Tower-1, 7th Floor, Umiya Business Bay, Varthur Hobli, Bengaluru, Karnataka - 560103
5.	Corporate address	Cessna Business Park, Tower-1, 3rd Floor, Umiya Business Bay, Varthur Hobli, Bengaluru - 560103
6.	E-mail	investors@jockeyindia.com
7.	Telephone	+91 80 4945 4545
8.	Website	www.jockey.in
9.	Financial year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (INR)	11,15,38,740
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Murugesh Cellappan Company Secretary code.green@jockeyindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis*
14.	Name of assurance provider	Bureau Veritas India Pvt Ltd
15.	Type of assurance obtained	Reasonable Assurance for BRSR Core disclosures and Limited Assurance for the remaining BRSR disclosures

*Unless otherwise specified, reported KPIs cover all operational manufacturing units and HO-CO within the reporting boundary. Certain indicators exclude data from newly commissioned units (Unit 27 & 35) that were in the commissioning and stabilization phase during the period. This exclusion ensures accuracy, consistency, and year-on-year comparability of performance.

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of textile garments and clothing accessories	PIL holds the license for the manufacturing, operations, and marketing of JOCKEY-branded products across India, Sri Lanka, Bangladesh, Nepal, Kuwait, Oman, Qatar, Maldives, Bhutan, the UAE, Saudi Arabia and Bahrain. The Company is also the exclusive licensee of Speedo International Ltd. in India for the manufacturing, marketing, and distribution of Speedo-branded products.	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of textile garments and clothing accessories.	14101	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	17^	9*	26
International	Nil	Nil	Nil

^16 Manufacturing Units (During FY 2025-26, two new manufacturing units were opened) & 1 Warehouse

*8 regional offices and 1 HO &CO

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	11

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

The proportion of total turnover derived from exports is less than 1%.

c. A brief on types of customers

Jockey: PIL exclusively manages the manufacturing, operations, and marketing of the JOCKEY brand across India, Sri Lanka, Bangladesh, Nepal, Kuwait, Oman, Qatar, Maldives, Bhutan, the UAE, Saudi Arabia and Bahrain. The brand presence is supported by a strong network of 1,579 Exclusive Business Outlets, 1,15,644 retail touchpoints, availability across 893 Large Format Stores (LFS), and an extensive E-Commerce platform.

Speedo: As the exclusive licensee of Speedo International Ltd. for manufacturing in India, along with non-exclusive rights for marketing and distribution, PIL serves customers through 36 Exclusive Business Outlets, 962 MBO's, and e-commerce channels.

Both brands cater to consumers who value quality, comfort, and brand trust. During FY 2025-26, PIL recorded a combined production volume of over 229 million units across JOCKEY and Speedo brands

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent(D)	2,952	2,532	86%	420	14%
2	Other than Permanent (E)*	968	446	46%	522	54%
3	Total employees (D+E)	3,920	2,978	76%	942	24%
WORKERS						
4	Permanent(F)	18,292	1,808	10%	16,484	90%
5	Other than Permanent (G)**	1,720	1,262	73%	458	27%
6	Total workers (F+G)	20,012	3,070	15%	16,942	85%

Note: * Other than permanent employees at the Head Office and Corporate Office (HO-CO), the workforce includes contract employees such as security personnel, housekeeping staff, drivers, and others across Retail Offices, Regional Offices, EBSs, and related locations.

** Other than permanent workers at the manufacturing units, the workforce includes contract workers such as security personnel, housekeeping staff, drivers, and others.

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent(D)	8	7	88%	1	12%
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total employees (D+E)	8	7	88%	1	12%
DIFFERENTLY ABLED WORKERS						
4	Permanent(F)	53	9	17%	44	83%
5	Other than Permanent (G)	7	7	100%	Nil	Nil
6	Total workers (F+G)	60	16	27%	44	73%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	1	7.14%
Key Management Personnel	03	0	0

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Turnover Permanent Employees	12%	16%	13%	13%	13%	13%	15%	12%	15%
Turnover Permanent Workers	46%	39%	40%	33%	25%	26%	33%	26%	27%

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

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

Sl. No 1	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)
	Nil	NA	NA	Nil

VI. CSR Details

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

Yes

(ii). Turnover (in ₹): 52,467.76 million

(iii). Net worth (in ₹): 15,025.98 million

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			FY 2024-25		
	(If yes, then provide web-link for grievance redress policy)	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Any grievances raised by the community in relation to PIL's operations may be communicated through security personnel at the gate, employees, direct representation to the Unit HR Manager, or through other available channels. All reported grievances are reviewed, addressed, and communicated appropriately. Where required, matters are escalated to the CPO – HR, Admin, COO, MD, and CEO for further review and resolution.	Nil	Nil	--	Nil	Nil	--
Investors (other than shareholders)	The Stakeholder Relationship Committee oversees and reviews matters pertaining to investor concerns and grievances. Investor complaints may be communicated through the email ID, investors@jockeyindia.com, available on the Company's website.	Nil	Nil	--	Nil	Nil	--
Shareholders	Shareholder grievances may be communicated through the following email ID, investors@jockeyindia.com, available on our company website	01	Nil	Nil	02	Nil	--
Employees and workers	The Company places strong emphasis on maintaining an effective grievance redressal mechanism for employees and workers. A legally mandated Works Committee is also in place to foster healthy employee-employer relations. PIL has implemented grievance register systems across all manufacturing units to enable employees to raise concerns and grievances. Grievances received are reviewed on a monthly basis by the Head HR – Manufacturing. Any unresolved matters are escalated to the COO – Manufacturing & Operations and CPO for appropriate resolution or closure with a suitable response. The nature of concerns raised is periodically presented to the CEO and MD. In addition, all PIL employees may report complaints through the email Notify@jockeyindia.com	137	13	The pending complaints will be reviewed and resolved within the respective turnaround timelines.	160	14	All pending complaints resolved in FY 2025-26
Customers	Customer complaints and feedback may be communicated through the customer care helpline (1800 572 1299 / 1860 425 3333, Monday to Sunday, IST 10:00 AM to 7:00 PM), email (wecare@jockeyindia.com), or through the "Help" section available on the Company's website under "Write to Us" (https://www.jockey.in/faqs). The Customer Care team addresses complaints and feedback in accordance with established SOPs. The Company has appointed a designated Grievance Officer responsible for consumer grievance redressal. The contact details of the Grievance Officer are provided in the Privacy Policy available at: https:// www.jockey.in/page/privacy-policy	73,747	3,630	159 consumers reported receiving calls from unidentified individuals impersonating Jockey representatives and requesting payment for orders that had already been prepaid. The remaining complaints were related to product quality, delivery, and product returns due to fit issues, among others. The pending complaints pertain completely to product quality, delivery, and fit related return issues, and are being resolved within the respective turnaround timelines.	41,445	555	All pending complaints resolved in FY 2025-26
Value Chain Partners	The Company addresses supplier and vendor grievances through dedicated one on one meetings. In addition, a dedicated email address, vendor.support@jockeyindia.com, is provided under the Supply Chain Standards and Responsibilities Code for Suppliers and Vendors. Suppliers and vendors may communicate any concerns or grievances through this email channel.	Nil	Nil	--	01	Nil	--
Others (Specify)	Not applicable						

Note: Please refer to the web page for relevant policy details https://www.pageind.com/policies-documents

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	Mission	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	Economic Performance	• Economic Development • Community development • Customer Relationship Management • Marketing and Communications • Partnership for sustainable development/Stakeholder engagement	Opportunity	Creating sustainable value for shareholders through expansion into new markets, while delivering long-term intangible benefits to other stakeholders through responsible and thoughtful business practices.	--	Positive
2	Governance, Risks, and Compliance	• Corporate Governance • Compliance • Data Privacy • Risk Management	Risk	Due to the increasing complexity of regulatory requirements, evolving stakeholder expectations, and the need to maintain ethical and transparent business practices across operations. Non-compliance with applicable laws, regulations, internal policies, and governance standards may result in legal liabilities, financial penalties, operational disruptions, and reputational impacts.	PIL has established robust governance frameworks, internal controls, and compliance management systems across operations. The Company follows a strong Code of Conduct supported by policies on ethics, anti-bribery and anti-corruption, POSH, whistleblower mechanism, and information security. Regular risk assessments, internal audits, and compliance reviews are conducted to identify, monitor, and address potential risks in a timely manner.	Negative
3	Energy and GHG Emissions	• Climate strategy • Energy Management • Emissions Management	Risk and Opportunity	Rising global temperatures represent a significant climate challenge, underscoring the importance of implementing effective strategies to manage and reduce GHG emissions.	PIL is committed to reducing the carbon footprint through extensive adoption of renewable energy across operations, implementation of solar rooftop installations, and continuous enhancement of energy efficiency initiatives.	Positive and Negative
4	Water and Effluents	• Water and Effluents	Risk and Opportunity	Effective management of water consumption and wastewater discharge is essential to improving operational eco-efficiency, ensuring regulatory compliance, reducing environmental impacts, and supporting sustainable business operations.	PIL implements water stewardship practices to reduce dependence on freshwater resources through a 3R approach comprising reduce, recycle, and reuse. The Company focuses on improving water efficiency, enhancing wastewater treatment and recycling processes, and promoting responsible water management practices across operations to minimize environmental impact and support sustainable resource utilization.	Positive and Negative
5	Materials	• Sustainable raw materials	Opportunity	Resource efficiency drives enhanced competitiveness while reducing environmental liabilities.	--	Positive
6	Product Stewardship	• Product Stewardship	Opportunity	Product stewardship has been identified as a key focus area to minimize the environmental and social impacts associated with products across their lifecycle. By adopting innovative product design, standardized lifecycle management practices, and responsible sourcing and manufacturing approaches, PIL aims to enhance product quality, improve resource efficiency, reduce environmental footprint, and create positive value for consumers and society.	--	Positive
7	Responsible Supply Chain	• Supply Chain Management • Biodiversity	Risk and Opportunity	Responsible Supply Chain is a key priority due to the significant impact of suppliers on the Company's sustainability performance. Clearly defined standards and controls help align suppliers with sustainability goals, ethical practices, regulatory requirements, and responsible business operations.	PIL actively engages with suppliers to advance the sustainability agenda through local and fair procurement practices, supplier assessments, and implementation of responsible sourcing policies and standards.	Positive and Negative
8	Occupational Health and Safety	• Occupational Health and Safety • Chemical Management • Waste	Risk and Opportunity	Maintaining a safe and healthy working environment is essential for employee well-being, workforce retention, operational continuity, and minimizing financial, operational, and reputational risks.	Occupational Health and Safety is integral to PIL's culture and values. The Company is committed to providing a safe working environment through strict adherence to IMS policies and regular compliance audits. In addition, robust risk management programs have been developed to mitigate the workplace hazardous risks. For further details, refer to Principle 3.	Positive
9	Diversity and Equal Opportunity	• Human Rights and Fair Employment • Diversity and Equal opportunity • Training and Education	Opportunity	A diverse workforce strengthens organizational performance by encouraging collaboration among individuals from varied backgrounds and perspectives. Ensuring non-discrimination and upholding human rights are equally important in fostering an inclusive and respectful work environment.	--	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their 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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Page Industries Limited								
2. Whether the Company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	PIL upholds high standards of safety, sustainability, and quality through various certifications and memberships: **Product Safety:** • Oeko-Tex Certification* (certifying non-hazardous end-products under Standard 100) • Restricted Substances List (RSL) • Manufacturing Restricted Substance List (MRSL) **Safety and Ethical Practices:** • Member of National Safety Council • WRAP Certification **Quality and Integrated Management:** • NABL Certificate • Integrated Management System (ISO 9001, ISO 14001, ISO 45001, ISO 50001) **Environmental Responsibility:** • Leadership in Energy and Environmental Design (LEED) Certification by the U.S. Green Building Council (USGBC) (In Progress – Units 12, 17, 21, 25 & 28) • Zero Discharge of Hazardous Chemicals (ZDHC) • Water, Sanitation and Hygiene (WASH) **Commitment to Global Frameworks:** • United Nations Sustainable Development Group (UNSDG) • Global Reporting Initiative (GRI) • United Nations Global Compact (UNGC)								

*Oeko-Tex certifies non-hazardous end-products and all of their components. Products that carry the Standard 100 label have been tested and proven free of harmful levels of toxic substances.

5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	**Economic Performance** 1. Achieve ₹8,000 Cr revenue by FY 2028-29 through expansion into new markets, introduction of new product categories, and strategic investments in R&D 2. Achieve YoY growth in CSR spending to deliver education, health, nutrition, and livelihood programs for underprivileged and marginalized communities 3. Deliver an ESG-driven project evaluation framework that enables management to make informed decisions on safety, energy, environment, water, and community impact **Governance, Risk, and Compliance** 1. Ensure 100% coverage of Tier-1 value chain partners (Garment, Fabric, accessories, packaging) through third-party certification (Revised Target). 2. Maintain 100% WRAP certification across all in-house manufacturing facilities 3. ESG risk integration into Risk Management framework by 2025-26 4. Conduct an in-house compliance review program across all manufacturing sites every six months, identify gaps, and implement corrective and preventive actions (New Target). 5. Sustain all Integrated Management System (IMS) certifications (ISO 9001, ISO 14001, ISO 45001, and ISO 50001) by ensuring effective system implementation, timely internal audits, closure of non-conformities, and continual improvement across all manufacturing locations (New Target). **Energy and GHG Emissions** 1. Reduce energy intensity (GJ per Million Minutes Produced) by 20% across all operations by FY 2027-28 against the FY 2019-20 baseline 2. Reduce emissions intensity (Combined Scope emission 1+2) tCO_2e/Million Minutes Produced by 40% by FY 2027-28 and 50% by 2029- 30 against the FY 2019-20 baseline 3. Increase the share of renewable energy in total energy consumption to 50% by FY 2027-28 **Water and Effluents** 1. To achieve a 15% water intensity reduction by FY 2027-28 from baseline FY 2023-24 Note: water intensity = (Litre/Person/Day) 2. Increase the share of rainwater usage to 7% of total water withdrawal by FY 2027-28 3. Achieve water neutrality for two manufacturing facilities by FY 2028-29 Note: Locations of manufacturing units of Hasan, Mysuru & KR pet **Material** 1. Ensure 100% Y-o-Y Oeko-Tex certification for all Fabric, Elastic, Yarn, and Label suppliers 2. Maintain 100% recycling and responsible management of pre- and post-consumer plastic packaging Y-o-Y **Responsible Supply Chain** 1. Conduct sustainability assessments and audits for 100% of suppliers representing two percent or more of business value (Raw Material & OSGV) annually from FY 2025-26 * OSGV: Outsourcing garmenting vendor. 2. Maintain an RSL compliance rate of over 90% Y-o-Y for all fabric and yarn suppliers, and commence RSL compliance assessments for bra cups, labels, zippers, buttons, draw-cords, sewing threads, elastics, and embellishment prints starting FY 2025-26. **Occupational Health & Safety** 1. Identify and implement opportunities to divert waste from incineration to recycling and reuse 2. Implement fire safety awareness and checklist-based reviews across all Exclusive Brand Outlets (EBOs) once every two years (Revised Target) 3. Implementation of new High-Risk Management Programs Y-o-Y 4. Ensure a minimum of two hours of annual EHS training for all staff and six hours for non-staff by FY 2026–27 5. Achieve and maintain ZDHC compliance Y-o-Y by phasing out all restricted substances in manufacturing and the supply chain (Revised Target) 6. Uphold 100% Y-o-Y adherence to the WASH Pledge through PIL's standard operating procedures 7. Digital Incident and Accident Management System (along with ESG parameters tool)to be implemented by FY 2025-26 **Diversity and Equal Opportunity** 1. Promote an inclusive and high-performing workforce by ensuring equal opportunity employment, fostering internal career mobility, and providing equitable access to learning and leadership development (New Target). 2. Maintain 85% women representation in the factory workforce Y-o-Y 3. Ensure 100% of employees and workers (including contractors) receive bi-annual POSH training sessions and conduct a survey YoY from FY 25-26 **Product Stewardship** 1. Increase fabric durability by extending product lifespan* *Improve design to withstand 10 additional washes for all products in the Garment Performance Test (GPT). *For products with new fabrics, conduct a 20-wash durability check to ensure extended life. 2. Responsible management of materials during product design and development

Note :
New target: Introduced during the reporting period.
Revised Target: An existing target that has been updated or modified in scope, timeline, or metrics due to achievement or evolving strategic priorities.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	**Economic Performance** 1. ₹5,246.8 Cr revenues generated in FY 2025-26 2. Achieved year-on-year growth in CSR spending with a continued commitment to vulnerable and marginalized communities by contributing ₹182.66 million towards education, healthcare, nutrition, and livelihood programs 3. Developed an ESG-driven project evaluation framework covering safety, energy, environment, water, and community impacts, supported by defined assessment criteria, checklists, and implementation methodology **Governance, Risk, and Compliance** 1. Achieved 94% coverage of Tier 1 vendors across garments, fabrics, accessories, and packaging through valid third party social compliance certifications, with the remaining vendors in the final stages of verification towards achieving 100% coverage. 2. Maintained 100% WRAP certification across all manufacturing units, reflecting our commitment to ethical manufacturing and social compliance. 3. Established Business Continuity Plans covering environmental physical risks across all manufacturing units, providing a robust foundation for the upcoming Climate Risk Assessment to support the integration of ESG risks into the Enterprise Risk Management framework. 4. Conducted 100% semi-annual compliance assessments across all manufacturing facilities, reinforcing regulatory compliance through structured gap identification, risk-based evaluations, and timely closure of corrective and preventive actions, thereby strengthening overall governance and compliance effectiveness. 5. Successfully retained all IMS certifications across manufacturing locations through robust implementation of management systems, comprehensive internal and external audits, prompt closure of audit observations, and a continued focus on operational excellence and continual improvement. **Energy and GHG Emission** 1. Achieved a 23% reduction in energy intensity, lowering consumption from the FY 2019–20 baseline of 64.19 to 49.40 GJ/Million Minutes Produced in FY 2025–26, reflecting sustained improvements in energy performance. 2. Achieved a 42% reduction in Scope 1+2 GHG emission intensity against the FY 2019-20 baseline, reducing emission intensity from 10.77 to 6.23 tCO_2e per million minutes produced in FY 2025-26. 3. Achieved 29% renewable energy consumption in FY 2025–26, advancing towards our FY 2027–28 target of sourcing 50% of total energy through Group Captive renewable energy projects and expanded rooftop solar installations. **Water and Effluents** 1. Achieved a 17% reduction in water intensity from the FY 2023-24 baseline (32 LPH), lowering water intensity to 26.67 LPH and surpassing the FY 2027-28 target of a 15% reduction.* Note: * Unit 27 and Unit 35 are excluded from the current assessment due to the stabilisation phase and will be included once operations stabilise. 2. Increased rainwater usage to 3% (6,109 kl) of total water withdrawal 3. Completed water neutrality studies for two manufacturing units and initiated further assessments to identify opportunities for advancing water neutrality **Materials** 1. Maintained 100% OEKO-TEX® certification across all fabric, elastic, yarn, and label suppliers. 2. Achieved 100% of the FY 2025–26 EPR target by recycling 1,285 MT of pre- and post-consumer plastic packaging through authorized recyclers and securing the corresponding plastic credits. **Responsible Supply Chain** 1. Implemented a structured sustainability evaluation process for upstream value chain partners, aligned with BRSR requirements, using an ESG tool to collect data from OSGV and RM vendors contributing over 2% to overall business value addition 2. Achieved 100% MRSL / RSL compliance for fabric and yarn vendors and 100% MRSL compliance for applicable vendors supplying bra cups, labels, zippers, buttons, draw cords, sewing threads, elastics and embellishment prints **Occupational Health and Safety** 1. Achieved 100% diversion of butter paper and lay paper waste from incineration through recycling and energy recovery, diverting 59.47 MT of waste. 2. Developed and deployed a standardized fire safety awareness program and checklist-based assessment framework for Exclusive Brand Outlet stakeholders 3. Implemented six new High Risk Management Programs during FY 2025-26, strengthening operational risk identification, mitigation, and control through enhanced machine safeguarding, proactive fire risk management, and preventive safety measures to protect employees and reduce workplace incidents. 4. Delivered an average of 5.33 training hours per staff member and 6.21 hours per non-staff member during FY 2025–26, surpassing the annual training commitments. 5. Achieved 100% verification of chemical CAS numbers against the ZDHC Restricted Substances List prior to procurement, ensuring complete exclusion of restricted substances from operations. In addition, dedicated awareness and capacity-building sessions on responsible chemical management were conducted for all procurement personnel. 6. Delivered 100% fulfilment of WASH Pledge commitments through internal assessments and awareness programmes conducted across all manufacturing units. 7. Achieved 100% implementation and operationalisation of digital platforms for accident and incident reporting, occupational health management and ESG performance management across all manufacturing units. Additionally, an ESG data management tool aligned with BRSR Core Principle 9 was implemented for upstream value chain partners contributing 2% or more of procurement spend by business value **Diversity and Equal Opportunity** 1. Strengthened an inclusive and merit-based workplace by upholding equal opportunity employment practices, enhancing internal career progression through Internal Job Posting (IJP) and succession planning initiatives, and expanding access to learning, capability-building, mentorship, and leadership development opportunities for employees across the organization. 2. Achieved 90% of women's representation in the Associates 3. Achieved 100% completion of bi-annual POSH training sessions for all employees and workers (including contractors), with annual surveys conducted.
Governance, leadership and oversight	
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Refer to the Sustainability Report FY 2025-26.	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Sustainability Steering Committee (SCOM), comprising leadership and senior management, provides strategic oversight for the implementation, monitoring, and reporting of the Company's sustainability performance. Dedicated mission teams drive the sustainability agenda across operations, with each mission head conducting quarterly reviews of targets and progress to ensure alignment with corporate objectives and enable timely interventions. The committee convenes semi-annually or annually to evaluate sustainability targets, assess progress across missions, and deliver structured updates to the SCOM, highlighting key milestones, performance outcomes, and areas requiring strategic attention
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Sustainability Steering Committee (SCOM) provides centralized oversight of the Company's sustainability performance, encompassing implementation, monitoring, and reporting responsibilities. While sustainability matters are not addressed through a separate Board-level committee, Board oversight is embedded through the active leadership of the Managing Director, who serves as an Executive Director on the Board and chairs SCOM. The committee brings together senior management, including the Chief Executive Officer, Chief Financial Officer, Chief People Officer, Chief Risk Officer, Chief Marketing Officer, Senior President & Chief Operating Officer, the sustainability team, and nine mission heads. Meeting annually, SCOM reviews sustainability targets and evaluates progress across key initiatives, while furnishing regular updates to the Board on significant milestones and developments. In addition, mission heads undertake quarterly reviews of their respective agendas to ensure alignment with sustainability objectives and enable timely corrective measures where required.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P5	P7	P8	P9
Performance against above policies and follow up action	The Board and respective committees conduct annual performance evaluations to ensure adherence to the company's policies. In addition, PIL undertakes comprehensive policy reviews and audits, as required, to maintain alignment with evolving business requirements, regulatory developments, and changes in the operating environment. Each functional head also carries out periodic reviews at regular intervals to update policies in line with current regulations and compliance requirements.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	PIL follows a structured compliance management approach through "Compliance Mantra", an automated system designed to strengthen statutory compliance and risk oversight. The platform enables users to manage compliance obligations through defined tasks. Key features include: • Statutory updated repository of applicable laws • Clearly defined compliance ownership • Real-time tracking of compliance activities The system covers key statutory requirements, including the Factories Act, environmental regulations, tax laws, the Companies Act, and SEBI regulations. During FY 2025–26, no significant environmental or social non-compliances, fines, penalties, or breaches of product and service-related regulations were reported.																	

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. The company ensures that all policies are approved by the Board, relevant Board Committees, or Senior Management, as applicable. Policies and related processes are subject to periodic internal reviews and audits to ensure effectiveness and compliance. Business leaders regularly assess and update policies in line with evolving regulations, industry practices, and risk management requirements, with changes approved by management or the Board, as appropriate. The company also engages third-party consultants for periodic policy reviews and benchmarking against regulatory and industry standards.								

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

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

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2 Awareness sessions were conducted for BoD & KMP	The Board of Directors participated in various awareness sessions covering a wide range of topics related to business, regulatory updates, the economy, ESG, Enterprise Risk Management (ERM), and other relevant areas. In addition, as part of the quarterly Board and Committee meetings, members were regularly apprised of key developments within the Company and significant regulatory changes in governance, including guidelines, regulations, and circulars issued by IRDAI, SEBI, and MCA. The Key Managerial Personnel also attended these meetings, during which the presentations were delivered.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	3,258 Training sessions	Various training and awareness sessions were conducted for all employees on topics including the Code of Conduct, Human Rights policies, POSH Awareness, Risk management, Business Continuity Plan (BCP), Extended Producer Responsibilities (EPR), Integrated Management System (IMS) awareness, Leadership in Energy and Environmental Design (LEED) awareness, Health and Safety, behaviour-based, skill upgradation, and capacity building initiatives aimed at strengthening sustainability values and responsible business practices across the organization.	100%
Workers	1,526 Training sessions	Multiple training and awareness sessions were conducted for all workers on topics including Health and Safety, skill upgradation, Human Rights, POSH awareness, and other workplace and operational practices to strengthen well-being, enhance competencies, and promote responsible workplace conduct.	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case
Penalty/ Fine	Nil	NA	NA	NA
Settlement	Nil	NA	NA	NA
Compounding fee	Nil	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	Nil	NA	NA	NA
Punishment	Nil	NA	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	

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.

   PIL's Code of Conduct incorporates anti-corruption and anti-bribery principles applicable to the Board of Directors and all employees. These guidelines are communicated during employee onboarding and reinforced through internal communication platforms. The company follows a zero-tolerance approach towards corruption, bribery, and unethical practices. Use of company funds or assets for contributions to government agencies or representatives is prohibited unless required by law. These expectations are also extended to vendors and supply chain partners through the **Supply Chain Standards and Code of Responsibilities for Suppliers and Vendors.**

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

   Not applicable

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	22*	19

* Accounts payable have been calculated using the revenue-based approach, as it is considered the most appropriate methodology given Page Industries' business activities and operating model.

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	
		Jockey	Speedo	Jockey	Speedo
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	4.59%	0.23%	0.55%	0.25%
	b. Number of trading houses where purchases are made from	16	1	18	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.69%	100%	92.46%	100%
Concentration of Sales**	a. Sales to dealers/ distributors as % of total sales	82.68%	55.35%	84.22%	67.49%
	b. Number of dealers distributors to whom sales are made	1,998	EBO-36 & 962 MBOs	1,453	38 Distributor & 1,096 MBOs
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	25.74%	40.37%	7%	43.40%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	NA	NA	NA	NA
	b. Sales (Sales to related parties/ Total Sales)	NA	NA	NA	NA
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA	NA	NA
	d. Investments (Investments in related parties/ Total Investments made)	NA	NA	NA	NA

*Concentration of purchases for Speedo is limited to the raw materials and accessories directly used in PIL's manufacturing activities.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners* covered (by value of business done with such partners) under the awareness programmes
04	Four awareness and capacity building programs were conducted for key raw material suppliers and Outsourcing Garmenting Vendors (OSGVs), covering topics such as Plastic EPR compliance, BRSR Core nine attributes, fire safety practices, and sustainability performance brainstorming initiatives to strengthen compliance, enhance awareness, and improve operational effectiveness.	Outsourcing Garmenting vendors: 100% Raw material Suppliers: 100%

*Upstream value chain partners (Raw Materials & OSGV) with business value 2 % and above are only considered.

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

   Yes. PIL has established processes to manage conflicts of interest involving Board members. The Board of Directors has adopted a Code of Conduct that emphasises integrity, transparency, and ethical business practices. The Code requires directors to avoid situations that may result in actual or perceived conflicts between personal interests and the company's interests. Further details are provided in the PIL Code of Conduct.

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	FY 2024-25	Details of improvements in environmental and social impact
R&D	3.6%	0.6%	Investments in automation and process innovation have transformed operations by simplifying complex manufacturing processes, reducing reliance on specialized skills, minimizing manual handling, and enhancing productivity. These initiatives also supported workforce optimization, delivering manpower savings and improved process consistency and quality. **Key Initiatives** **Automatic Outer Elastic Attaching Machine:** Introduction of a new machine to simplify operations and enable unskilled employees to perform tasks previously requiring specialized skills. **Automatic Elastic Cutting & Sewing Machine:** Automation of processes to eliminate multiple manual handling steps, resulting in savings of 80 manpower. Bra Hook & Eye Sewing Machine: Transformation of complex operations into streamlined workflows, delivering an additional reduction of manpower efforts.
Capex	1.5%	6.7%	Capital investments in sustainability-focused technologies have reduced energy consumption and emissions through energy-efficient equipment, emission control systems, and optimized utility infrastructure. These measures improved resource efficiency, lowered environmental impact, and advanced the Company's climate and environmental management objectives. **Key Initiatives** **Air Booster Regulators:** Reduction in power consumption leading to lower carbon emissions. **Supply Of Ups, Battery and Accessories:** Elimination of multiple small UPS units and batteries to minimize environmental impact. **Brushless Direct Current (BLDC):** Conversion of regular fans to BLDC models, delivering energy savings. **Retrofit Emission Control Devices:** Installation of emission control devices on DG sets, reducing atmospheric pollution. **Centralized Suction System:** Replacement of individual suction units with a centralized vacuum suction system powered by IE4 motors and VFDs, cutting power use by 2 lakh units annually across 156 machines.

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

   Yes. The company has established procedures and standards to support the responsible sourcing of goods and services across the value chain. These include ethical procurement practices, sustainability assessments, and the use of safe chemicals in line with RSL and MRSL requirements. In addition, OEKO-TEX certification is mandated for all raw material suppliers to ensure compliance with environmental and safety standards.

   The company also conducts comprehensive evaluations of suppliers and vendors based on defined criteria such as human rights, quality, service, supply assurance, reputation, cost, innovation, capability, and sustainability performance. For additional details, please refer to the Supply Chain Standards and Responsibilities Code for Suppliers and Vendors and the Responsible Supply Chain Mission section in the sustainability report FY 2025-26.

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

   100% of inputs were sourced sustainably. All suppliers and vendors comply with PIL's Supply Chain Standards and Responsibilities Code, which includes assessment across key ESG parameters. In addition, all raw material suppliers and outsourcing garmenting vendors are OEKO-TEX certified, demonstrating alignment with recognised sustainability and safety standards.

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.

   Plastic Waste: : The company is committed to the responsible management and recycling of both pre-consumer and post-consumer single-use plastic packaging. PIL is registered with the Central Pollution Control Board (CPCB) under the Extended Producer Responsibility (EPR) framework, including import registration requirements. The company has consistently achieved 100% year-on-year compliance with Plastic EPR obligations through timely filing of annual returns with CPCB and ensures the procurement of required plastic credits through CPCB-authorized recyclers.

   E-Waste: The limited e-waste generated from office and facility operations is safely collected, handled, and channelized through CPCB-authorized e-waste recyclers to ensure responsible recycling, environmentally sound disposal practices, and compliance with applicable regulatory requirements, including timely annual filings with the State Pollution Control Board.

   Hazardous Waste:

   Hazardous waste generated from operations is safely collected, handled, stored, transported, and disposed of through authorized hazardous waste handlers in accordance with applicable regulatory requirements. The process is supported by internal controls and monitoring mechanisms to ensure environmentally responsible management, safe disposal practices, and compliance with statutory requirements, including timely filings with the State Pollution Control Board.

   Other Waste:

   Non-hazardous waste such as rubber, elastic, and food waste is diverted from landfill through sustainable recovery practices. Rubber and elastic waste are utilised for fuel recovery, while food waste is repurposed for piggery applications, supporting circular economy principles.

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.

   PIL is registered with the Central Pollution Control Board (CPCB) under the Extended Producer Responsibility (EPR) framework for plastic waste management, including applicable registrations for both PIBO and import activities. The company is committed to the responsible collection, management, and recycling of pre-consumer and post-consumer single-use plastic waste in line with the EPR action plan submitted to the Pollution Control Boards.

   For FY 2025–26, PIL committed to recycling 1,285 MT of plastic waste (including PIBO and imported plastic packaging waste obligations) and successfully achieved 100% recycling compliance through CPCB-authorized recyclers and processors. The company ensures environmentally responsible waste handling practices, timely procurement of EPR plastic credits, and annual statutory filings with CPCB to maintain full year-on-year compliance with applicable Plastic Waste Management Rules and EPR requirements.

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.
14101	Product Style 2714	4%	The boundary for the life cycle assessment of the product style is Cradle to Grave	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 the risk/concern	Action Taken
Nil		

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	FY 2024-25
% of recycled raw materials in Speedo Products (Fabric+ Accessories)	44%	31%
% of recycled packaging material (Jockey)	42%	51%
% of recycled packaging material (Speedo)	82%	46%

* Total weight of materials (MT) is used for calculating this field

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			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (MT)*	NA	1,285 MT	NA	NA	1,308 MT	NA
E-waste	Not applicable					
Hazardous waste						
Other waste						

* As per the EPR registration target under CPCB, the company has reclaimed and recycled an equal amount of pre- and post-consumer single used plastic waste generated through authorized recyclers.

In addition, Page Industries provides customers with product recycling and reuse guidelines. For more information, please refer to the Recycle & Reuse Guidelines:

Recycle/Reuse Guidelines | **Jockey India** - Recycle/Reuse Guidelines | **Speedo India**

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
Jockey and Speedo Packaging	NIL (As per the EPR registration requirements, the company successfully fulfilled the obligation to recycle an equivalent quantity of 1,285 MT of single-use plastic packaging, including both pre- and post-consumer plastic packaging, during FY 2025–26 through CPCB-authorised recyclers. Also, the EPR plastic credits have been received on time)

PRINCIPLE 3 Business 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)	Group Medical Health Insurance (Including ESIC)		Group Personal 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	2,532	2,532	100%	2,532	100%	NA	NA	2,532	100%	2,532	100%
Female	420	420	100%	420	100%	420	100%	NA	NA	420	100%
Total	2,952	2,952	100%	2,952	100%	420	14%	2,532	86%	2,952	100%
Other than Permanent employees											
Male	446	446	100%	446	100%	NA	NA	NA	NA	446	100%
Female	522	522	100%	522	100%	522	100%	NA	NA	522	100%
Total	968	968	100%	968	100%	522	54%	NA	NA	968	100%

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

Category	% of workers covered by										
	Total (A)	Group Medical Health Insurance (Including ESIC)		Group Personal Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1,808	1,808	100%	1,808	100%	NA	NA	NA	NA	1,808	100%
Female	16,484	16,484	100%	16,484	100%	16,484	100%	NA	NA	16,484	100%
Total	18,292	18,292	100%	18,292	100%	16,484	92%	NA	NA	18,292	100%
Other than Permanent workers – Contract Workers											
Male	1,262	1,262	100%	1,262	100%	NA	NA	NA	NA	1,262	100%
Female	458	458	100%	458	100%	458	100%	NA	NA	458	100%
Total	1,720	1,720	100%	1,720	100%	458	27%	NA	NA	1,720	100%

*PIL provides on-site crèche facilities for employees with young children, along with an Occupational Health Centre equipped with a duty doctor and 24x7 ambulance availability to ensure employee health and emergency support. The company also provides free lunch and snacks during working hours to enhance employee comfort and well-being. These employee welfare initiatives contribute to a safe, supportive, and positive workplace environment, thereby improving employee satisfaction, engagement, and retention

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.38%	0.6%

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

Retirement Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity*	100%	100%	N.A	100%	100%	N.A
ESI	22%**	100%	Y	1.72%	100%	Y
Others – please specify	NA	NA	NA	NA	NA	NA

The retirement benefits table includes both permanent and other than permanent categories of employees/workers.

*Gratuity is not applicable to other than permanent workers

**The increase in ESI percentage in FY 2025–26 is attributable to the inclusion of non-permanent employees within the reporting boundary.

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. PIL ensures accessibility for differently abled employees and workers across premises in accordance with the Rights of Persons with Disabilities Act, 2016. The PIL Sustainability team conducted an internal accessibility assessment in alignment with the RPwD Act, covering 100% of manufacturing units. Minor observations identified during the assessment were subsequently addressed and resolved.

The company has implemented various accessibility features, including:

- Ramps and handrails
- Designated accessible parking spaces
- Accessible washrooms
- Support assistance for differently abled persons during emergencies
- Emergency alert systems with visual indicators, such as hooters and flashers, to support individuals with hearing impairments during emergency situation

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. PIL has adopted a **Diversity and Inclusion Policy** aligned with the requirements of the Rights of Persons with Disabilities Act, 2016. The policy promotes equal opportunity and prohibits discrimination based on differential abilities, gender, race, ethnicity, religion, beliefs, sexual orientation, nationality, or thinking styles. The policy follows a zero-tolerance approach towards discrimination and ensures fair and inclusive practices across recruitment, career development, promotion, compensation, and separation processes. . The company also supports an inclusive workplace through appropriate accessibility measures and infrastructure for persons with disabilities.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	82%	NA	NA
Female	73%	60%	50%	48%
Total	96%	69%	50%	48%

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes. PIL is committed to maintaining an ethical, transparent, and inclusive work environment through established whistleblower and grievance redressal mechanisms. In line with Section 177 of the Companies Act, 2013, the company has implemented a whistleblower mechanism that enables employees and directors to report unethical behaviour or concerns, with adequate safeguards for whistleblowers and escalation access to the Managing Director or Chairman of the Audit Committee in exceptional cases. The company also provides multiple channels for employees to raise grievances, concerns, or suggestions, including Works Committees across units and anonymous grievance boxes at manufacturing facilities. Reported concerns are regularly reviewed by senior leadership and escalated through the management hierarchy, where required, to ensure timely resolution. To further strengthen the speak-up culture and reinforce trust in the reporting process, PIL is in the process of deploying a third-party hosted, multi-channel whistleblower reporting platform. This independent mechanism will offer secure and confidential avenues for raising concerns, including anonymous reporting, while ensuring objectivity and protection for whistleblowers. The platform will also provide a robust case management and tracking capability, along with structured reporting to senior management and the Audit Committee of the Board. This enhancement is expected to significantly improve transparency, oversight, and effectiveness of the company's vigil and grievance redressal framework.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	NIL					
Female						
Total Permanent Workers						
Male	NIL					
Female						

Note: All employees and workers at PIL have the freedom to join or form associations of their choice and participate in collective bargaining activities. The company also encourages suppliers and vendors to uphold the principles of freedom of association and collective bargaining across the value chain.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill up-gradation		Total (D)	On Health and safety measures		On Skill up-gradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	2,978	2,978	100%	2,978	100%	3,158	3,158	100%	3,158	100%
Female	942	942	100%	942	100%	1,117	1,117	100%	1,117	100%
Total	3,920	3,920	100%	3,920	100%	4,275	4,275	100%	4,275	100%
Workers										
Male	3,070	3,070	100%	3,070	100%	2,795	2,795	100%	2,795	100%
Female	16,942	16,942	100%	16,942	100%	16,387	16,387	100%	16,387	100%
Total	20,012	20,012	100%	20,012	100%	19,182	19,182	100%	19,182	100%

Note: The change in numbers compared to the previous year is attributable to the revised reporting boundary for this year, wherein only permanent employees and workers have been considered, unlike the previous year which included both permanent and non-permanent workforce categories

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,532	2,467	97%	2,543	2,435	96%
Female	420	414	99%	420	398	95%
Total	2,952	2,881	98%	2,963	2,833	96%
Workers						
Male	1,808	448	25%	1,728	688	40%
Female	16,484	6,297	38%	15,967	6,125	38%
Total	18,292	6,745	37%	17,695	6,813	39%

Note: Only Permanent employees are considered

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. Page Industries Limited has implemented a comprehensive Occupational Health and Safety (OHS) Management System certified to ISO 45001 to safeguard the health, safety, and well-being of employees, workers, contractors, and visitors across its operations. The OHS management system is implemented across manufacturing facilities, warehouses, and office locations and is supported through structured governance mechanisms, continuous monitoring, risk management programmes, and employee participation initiatives.

Key elements of the OHS management approach include:

- Implementation of ISO 45001-certified Occupational Health and Safety Management Systems across operational locations.
- Structured hazard identification, risk assessment, and risk rating methodologies to identify, evaluate, and mitigate workplace hazards and operational risks.
- Strong safety implementation practices through standard operating procedures (SOPs), work permits, machine safeguarding, safety interlocks, and preventive control measures.
- Promotion of a "Zero Accident and Zero Incident" safety culture through proactive monitoring, accountability, and employee engagement.
- Near-miss reporting and incident investigation systems to identify root causes, implement corrective actions, and prevent recurrence of unsafe conditions and unsafe acts.
- Deployment of Behaviour-Based Safety (BBS) programmes to strengthen safe employee behaviour, enhance workforce participation, and improve safety awareness across operations.
- Regular Environment, Health and Safety (EHS) awareness programmes, toolbox talks, campaigns, competitions, and engagement activities to reinforce a strong safety culture.

- Periodic internal safety audits, inspections, and third-party assessments to evaluate compliance, identify improvement opportunities, and provide independent safety assurance.
- Regular EHS Committee meetings and management reviews to monitor safety performance, track corrective actions, and drive continuous improvement initiatives.
- Periodic fire drills, mock drills, and testing of On-site Emergency Response Plans to ensure emergency preparedness and response effectiveness.
- Occupational Health Centres with qualified medical personnel, first-aid facilities, and 24x7 ambulance availability at key manufacturing locations to support employee health and emergency response.
- Continuous monitoring of workplace conditions including ergonomics, industrial hygiene, fire safety, electrical safety, and machine safety to minimise occupational risks.
- Implementation of waste minimisation, waste segregation, recycling, and waste diversion initiatives to support environmentally responsible operations and progress toward zero waste to landfill practices.
- Safe handling, storage, transportation, and disposal of hazardous and non-hazardous waste through authorised recyclers and waste management agencies in compliance with applicable regulations.
- Regular compliance evaluations, statutory inspections, and assurance mechanisms to ensure adherence to applicable occupational health, safety, and environmental regulations and standards.

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

- The PIL has established a robust framework for the identification of work-related hazards and assessment of occupational health and safety risks across all operations. Hazard Identification and Risk Assessment (HIRA) processes are systematically implemented to identify, evaluate, and mitigate risks associated with routine operational activities. Risk assessments are conducted considering the severity and likelihood of potential incidents, and appropriate control measures are implemented in line with the hierarchy of controls.
- For non-routine and high-risk activities, including maintenance works, shutdown activities, confined space entry, work at height, hot work, electrical isolation, and contractor-related activities, task-specific risk assessments and permit-to-work (PTW) systems are implemented prior proactively identify potential hazards and ensure adequate preventive and corrective controls are in place before execution.
- Undertakes regular workplace inspections, safety audits, behavioural safety observations, near-miss reporting, incident investigations, and periodic review of risk registers to continuously strengthen risk management practices and enhance workplace safety performance.
- Further, emergency preparedness and response procedures are established for identified high-risk scenarios, and employees and contract workers are periodically trained on hazard awareness, safe work practices, and emergency response protocols.
- To support employee and worker well-being, PIL conducts periodic occupational health check-ups and health camps across its operations. In addition, health insurance coverage for the contract workforce is facilitated through respective contractors, ensuring access to medical support and promoting overall workforce health and welfare.

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

- Yes. The PIL has established structured processes and mechanisms that encourage employees and workers to proactively identify and report work-related hazards, unsafe conditions, near misses, and incidents without fear of retaliation. Workers are also empowered to stop work and remove themselves from situations involving imminent danger or unsafe conditions until appropriate control measures are implemented.
- A formal incident reporting, recording, and investigation mechanism is implemented across operations to ensure timely identification and mitigation of occupational health and safety risks. All reported incidents, unsafe acts, unsafe conditions, and near misses are systematically investigated to identify root causes and prevent recurrence.
- Root Cause Analysis (RCA) is conducted using structured methodologies such as Fishbone Analysis / Why-Why Analysis by a cross-functional team comprising worker representatives and functional heads from Operations, HR, EHS, Industrial Engineering, and Maintenance departments. Based on the findings, corrective and preventive actions (CAPA) are identified and implemented in accordance with the hierarchy of controls.
- Following any incident or significant observation, the Occupational Health and Safety (OHS) Management System is reviewed and strengthened through:
  - Reassessment of existing occupational health and safety hazards and associated risks
  - Review and updation of the OHS Management System, wherever required
  - Evaluation of effectiveness and enhancement of corrective and preventive actions implemented
  - Communication of lessons learned and awareness programs to employees and contractors
  - Monitoring and follow-up of action closure through periodic audits and management reviews

- The Company continues to promote a proactive safety culture through employee participation, behavioural safety initiatives, regular safety trainings, toolbox talks, and continuous improvement in workplace safety practices.

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

- Yes. The Company has established a comprehensive health and wellness framework to ensure access to both occupational and non-occupational medical and healthcare services for employees and contract workers, including caterers and housekeeping personnel.
- All manufacturing units are equipped with medical dispensaries staffed by qualified doctors and trained nursing personnel, supported by ambulance facilities to provide immediate medical assistance across all operational shifts. The Company maintains a structured health monitoring system covering 100% of employees and contract workforce to support preventive healthcare and overall well-being.
- Regular occupational and general health check-ups are conducted at periodic intervals, including job-specific medical assessments such as audiometry tests, vision examinations, pulmonary function tests (where applicable), and tetanus immunization. Preventive healthcare initiatives and awareness programs are also organised to promote employee health and safety.
- In addition, the Company extends healthcare support for employees through wellness initiatives such as periodic health camps, medical consultations, and awareness sessions in collaboration with the Employee State Insurance (ESI) Corporation and healthcare professionals. Special healthcare support, including prenatal check-ups and medication assistance, is also provided for expecting mothers to ensure maternal well-being.
- Further, health insurance coverage for contract workers is facilitated through respective contractor organisations, reinforcing the Company's commitment towards inclusive healthcare access and workforce welfare across its operations.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.01	0
Total recordable work-related injuries*	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: Including in the contract workforce

*Recordable work-related injuries include fatalities, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.

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

PIL recognises the importance of Occupational Health and Safety (OHS) and remains committed to safeguarding the physical and mental well-being of employees, contract workers, visitors, and other stakeholders through its **Integrated Management System (IMS) Policy.** The company focuses on maintaining a safe, healthy, ergonomic, and hygienic workplace while preventing work-related injuries and illnesses.

To strengthen a zero-harm culture and continuously reduce OHS risks, PIL has implemented the following initiatives:

- Occupational Health and Safety Management System
- EHS (Environment, Health, and Safety) Committee
- OHS Risk Assessments
- Safety Audits
- Safety Training and Awareness Programs
- EHS Communication and Engagement Initiatives
- Near miss & Incident Reporting and Investigation Procedures
- Regular Health Check-ups
- Occupational Health Risk Assessments
- Ergonomic Exercise Programs

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions*	132	13	The pending grievances are under management review for the necessary action.	150	14	All pending complaints resolved in FY 2025-26
Health & Safety**	5	Nil		10	Nil	

*Grievances raised by employees and workers relating to workplace conditions include concerns associated with canteen facilities, electrical systems, housekeeping, HR matters, mechanical issues, medical facilities, shop floor conditions, training, and transportation. These grievances are received and reviewed through the Works Committee and grievance committee meetings.

**Health and safety related grievances raised by employees and workers include concerns related to personal protective equipment (PPE), ergonomics, mock drills, and other workplace safety aspects.

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% of the Company's manufacturing units and offices are periodically assessed through structured internal audits conducted by the internal audit and EHS teams to evaluate compliance with occupational health, safety, environmental, and operational requirements. In addition, independent third-party audits, including WRAP, EHS, 5S, and Integrated Management System (IMS) audits, etc. are conducted across all operational areas to assess workplace safety, health standards, environmental performance, housekeeping practices, and overall working conditions. These audits help identify gaps, strengthen compliance mechanisms, and drive continuous improvement across the organization. Audit observations and recommendations are systematically reviewed by management, and corrective and preventive actions are implemented within defined timelines to ensure continual enhancement of workplace safety standards, operational excellence, regulatory compliance, and employee well-being across all operations.
Working Conditions	

Safety Audit

PIL follows a proactive approach towards safety management through periodic Occupational Health and Safety (OHS) risk assessments and compliance audits across all operational facilities by the internal audit team. In addition, independent third-party audits are conducted to strengthen and validate the effectiveness of the management system.

IMS Audits

The PIL has implemented an Integrated Management System (IMS) covering Health & Safety, Environment, Quality, Energy and operational management practices across all facilities. Internal IMS (9001, 14001, 45001 & 50001) audits are conducted once every six months to assess compliance, operational controls, risk management, and continual improvement initiatives.

In addition, annual third-party surveillance audits are conducted by accredited external agencies to verify continued compliance with IMS standards and certification requirements. These audits help strengthen workplace safety, operational efficiency, regulatory compliance, and overall management system effectiveness across the organization.

Working Conditions Assessment

100% of manufacturing facilities are certified under Worldwide Responsible Accredited Production (WRAP), a globally recognised certification programme promoted by the American Apparel & Footwear Association. The certification assesses facilities against 12 key principles related to responsible manufacturing practices.

(i) Compliance with Laws and Workplace Regulations,

(ii) Prohibition of Forced Labour

(iii) Prohibition of Child Labour

(iv) Prohibition of Harassment and Abuse

(v) Compensation and Benefits

(vi) Hours of Work

(vii) Prohibition of Discrimination

(viii) Health and Safety

(ix) Freedom of Association and Collective Bargaining

(x) Environment

(xi) Customs Compliance

(xii) Security

As part of the certification process, the company's operations undergo periodic internal and external assessments and audits. The certification reflects PIL's commitment to ethical, lawful, and responsible manufacturing practices across all facilities.

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

The company has established structured mechanisms to identify, monitor, document, and address unsafe conditions and safety related concerns across all operational facilities. Safety Officers at each unit regularly conduct inspections and record observations related to workplace hazards, unsafe acts, and working conditions.

Identified issues are reviewed periodically by management and relevant EHS committees to evaluate root causes, track implementation of corrective and preventive actions, and strengthen workplace safety controls. The company also undertakes periodic risk assessments, safety audits, employee awareness programmes, and continuous monitoring initiatives to address significant health and safety risks and drive continual improvement in OHS performance.

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).

   Employees: Yes

   Workers: Yes

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

   PIL ensures compliance with applicable statutory requirements across the value chain through defined monitoring and compliance mechanisms. The company incorporates statutory compliance obligations within supplier and vendor contracts and communicates expectations regarding the deduction and deposit of statutory dues in accordance with applicable laws.

   In addition, periodic reviews, audits, and unannounced site visits are conducted to monitor compliance among value chain partners. Any identified non-compliance is addressed through appropriate corrective actions to support adherence to statutory requirements across the value chain.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

   No. However, the company provides skill development programmes and learning platforms that encourage employees to upskill and reskill, supporting continuous professional development and enhancing long-term employability beyond active employment.

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	The Company ensures that value chain partners comply with internationally recognised social and occupational health and safety standards. All outsourcing garment vendor partners are WRAP certified, demonstrating adherence to the 12 WRAP Principles, with a strong emphasis on workplace health and safety. For raw material vendors, the Company requires at least one globally recognised third party social compliance assessment or certification, such as ETI SMETA, SA8000, Amfori (formerly BSCI), SLCP, ILS, WRAP, ICS, or Better Work, along with compliance with ESG expectations. These assessments help evaluate supplier performance across occupational health and safety, social, and environmental parameters. During FY 2025–26, PIL assessed 100% of the identified value chain partners to strengthen oversight of social and environmental practices across the supply chain.
Working Conditions	

Note: Identified value chain partners considered for assessment and engagement include only OSGVs and upstream raw material suppliers (fabric, accessories, and packaging suppliers) contributing 2% or more of the business value

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

   The Company conducts ESG assessments and sample-based audits for outsourcing partners and raw material (RM) vendors to evaluate health & safety practices, working conditions, environmental performance, and ESG compliance with applicable standards.

   Based on the audit findings, observations and improvement recommendations are communicated to the respective value chain partners for corrective action and continual improvement. Key recommendations include strengthening workplace safety practices, ESG- BRSR compliance, social compliance certification validations, ZDHC, worker welfare measures, housekeeping standards, emergency preparedness, and environmental management practices.

   The Company continues to engage with value chain partners to monitor progress on identified observations and promote improved ESG performance.

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.

   PIL follows a structured and inclusive approach to identify and prioritise key stakeholder groups based on their influence on business operations, brand perception, performance, and long term value creation. Through stakeholder analysis and leadership consultations, the Company identifies both internal and external stakeholders whose expectations and concerns may impact strategic decision making and business resilience.

   Key stakeholder groups include customers, employees, investors, financial partners, suppliers, regulators, business partners, distributors, and local communities. Engagement is carried out through regular communication channels such as surveys, meetings, discussions, and periodic interactions to understand stakeholder expectations, address concerns, and strengthen transparent and trust based relationships. Insights gathered through these engagements support the development of sustainable short, medium, and long term strategies while enabling effective management of business risks and opportunities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Shop Floor meetings • Emails • Notice Board • Employee portals • Awareness Programs • Employee Magazine • Goal Setting Process and Performance appraisal • Reward and recognition programs • Employee involvement in CSR • Employee referral program • Sports and Cultural Activities • Page Academy and Centre of Excellence - Training sessions • Leadership Connect • Customer Orientation • Grievance Redressal Mechanism • Annual reward & recognition programs	Ongoing, continuous	Key topics discussed during employee engagement include employee engagement and wellbeing, productivity and efficiency improvement, learning and development, occupational health and safety, grievance redressal, and work life balance. These areas are regularly assessed and prioritised to address employee expectations, strengthen workplace wellbeing, and enhance overall organisational performance.
Customers	No	• Customer feedback mechanism • Grievance redressal mechanism • Ad campaigns • Social media	Ongoing, continuous	The purpose of customer engagement at PIL is to understand customer expectations, address concerns, and strengthen long term relationships through transparent and responsive communication. Key areas of engagement include product-related information, customer feedback, and grievance redressal. Insights gathered through these interactions support continuous improvement in product offerings, service quality, and overall customer satisfaction.
Shareholders & Investors	No	• Investor relationship cell • Investor group meetings • Quarterly and annual results • Investor conferences • Annual Reports • Sustainability reports	Quarterly/ Annually	Engagement with investors and financial partners focuses on maintaining transparent communication and understanding stakeholder expectations related to financial and business performance. Key topics discussed include financial performance, return on equity, long term business growth, and risk assessment and management. These interactions help strengthen stakeholder confidence, support informed decision making, and enable sustainable growth through effective risk management practices.

Government and regulator	No	• Submission of performance reports • Annual and Sustainability Reports • Compliance reports • Attending meetings and discussions held by regulatory bodies	Need-based, Quarterly/ Annually	Engagement with regulators focuses on ensuring compliance with applicable laws and regulations while maintaining transparency and accountability in operations. Key topics discussed during these interactions include statutory compliance, regulatory updates, environmental and safety standards, and industry specific requirements. These engagements support alignment with evolving regulatory expectations and reinforce the Company's commitment to responsible business practices.
Suppliers	No	• Supplier Meets • Emails and posts • Feedback via grievance cell	Need-based	Engagement with suppliers focuses on building strong and responsible supply chain relationships through continuous collaboration and transparent communication. Key topics discussed include product quality, pricing, timely availability of raw materials, payment terms, environmental performance, occupational health and safety, and social and HR compliance. Discussions also cover supplier wellbeing and alignment with responsible sourcing expectations. These engagements help strengthen supply chain resilience, promote fair business practices, and ensure adherence to quality, sustainability, and compliance standards across the value chain.
Business Partners	No	• Scheduled regular interactions Reports • Carrying out annual joint/ collaborative business plans with our distributors	Need-based	Collaboration with business partners focuses on strengthening operational alignment, enhancing partnership effectiveness, and driving mutual growth through regular interactions and performance reviews. Key topics discussed include achievement of shared objectives, operational support, business performance, and opportunities for continuous improvement. These interactions help build strong long term relationships, improve coordination, and support sustainable value creation for all stakeholders.
Financial Partners	No	• Submission of performance reports • Annual Report	Annual/ Quarterly	Interactions with financial partners focus on maintaining transparency on financial and business performance while strengthening confidence in the Company's long term growth strategy. Key topics discussed include financial performance, quarterly results, and ESG practices. These discussions support alignment with stakeholder expectations, reinforce responsible business practices, and contribute to long term financial stability and sustainability.

Distributors	No	• Regular discussions with the assigned Sales team member • Email correspondence • Data sharing and accounts statement checks on the PIP portal (Company) • Feedback from the Distributor sales team on the SFA tab • Distributor meets	Ongoing	Distributor relationships are managed through continuous coordination to ensure efficient product movement, timely stock replenishment, and smooth distribution operations across markets. Key topics discussed include retailer redistribution of Jockey products, stock availability, auto replenishment systems, timely clearance of ARS purchase orders, price maintenance, warehouse and hygiene standards, and staffing and field team requirements. These discussions help improve supply chain efficiency, enhance product availability, and maintain consistent service and operational standards across the distribution network.
Communities	Yes, in certain cases, stakeholders qualify based on defined criteria such as gender, economic wellbeing, and other relevant social considerations.	• Baseline Surveys • Focused Group Interviews • Surveys on various assessments through a reputed NGO • Based on inputs from the community through employees Referrals • Community representatives • School Development Committees • Through government officials	Study and Need-based	Support for less privileged communities focuses on improving quality of life in the regions where the Company operates through targeted social development initiatives. Key areas of discussion include community impact assessment, CSR interventions, and monitoring and evaluation of programmes. These efforts help address local community needs, promote inclusive and sustainable development, and create long term positive social impact.

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.

   PIL has assigned the responsibility for facilitating consultations between stakeholders and the Board on economic, environmental, and social matters to the senior leadership team, including the CEO. Stakeholder feedback and insights gathered through various engagement channels are regularly reviewed and communicated to the Sustainability Steering Committee (SCOM) to support alignment with the Company's sustainability priorities and business objectives.

   The Managing Director, along with senior management, periodically updates the Board and relevant committees on key stakeholder concerns, sustainability-related developments, and progress on strategic initiatives. These updates are shared through Board meetings and leadership discussions, enabling the Board to consider stakeholder perspectives while guiding long-term business and sustainability strategies.

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

   Yes, stakeholder consultation is actively used to support the identification and management of environmental and social topics at PIL. The Company regularly engages with key stakeholder groups, including suppliers, distributors, customers, employees, investors, and other value chain partners, to understand their expectations, concerns, and emerging priorities related to ESG matters.

   Inputs received through these engagements are incorporated into the Company's materiality assessment process and are used to identify and prioritise key ESG topics. Stakeholder feedback also supports the development and refinement of policies, sustainability initiatives, operational practices, and long-term targets related to environmental management, social responsibility, employee well-being, supply chain practices, and governance. This approach helps ensure that business activities remain aligned with stakeholder expectations and evolving sustainability priorities.

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

   Page Industries Ltd. actively engages with vulnerable and marginalised communities through its CSR initiatives focused on education, healthcare, nutrition, and rural development. The Company regularly interacts with community members, beneficiaries, local institutions, and implementation partners to understand key concerns, assess evolving needs, and evaluate programme effectiveness through field visits, surveys, impact assessments, and continuous monitoring mechanisms.

   Based on stakeholder feedback and community assessments, PIL undertakes targeted interventions aimed at creating sustainable and inclusive social impact. During the year, the Company strengthened initiatives to improve access to quality education for students from economically weaker sections and supported healthcare and nutrition programmes for vulnerable populations. CSR programmes are periodically reviewed and refined to ensure they remain relevant, impactful, and aligned with the needs of beneficiaries.

   These initiatives reflect PIL's commitment to addressing social inequalities, empowering vulnerable groups, and contributing towards long-term community development through responsible and inclusive CSR interventions

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,952	2,952	100%	2,963	2,963	100%
Other than permanent	968	968	100%	1,312	1,312	100%
Total Employees	3,920	3,920	100%	4,275	4,275	100%
Workers						
Permanent	18,292	18,292	100%	17,695	17,695	100%
Other than permanent	1,720	1,720	100%	1,487	1,487	100%
Total Workers	20,012	20,012	100%	19,182	19,182	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	2,532	Nil	NA	2,532	100%	2,543	Nil	NA	2,543	100%
Female	420	Nil	NA	420	100%	420	Nil	NA	420	100%
Other than Permanent										
Male	446	Nil	NA	446	100%	615	Nil	NA	615	100%
Female	522	Nil	NA	522	100%	697	Nil	NA	697	100%
Workers										
Permanent										
Male	1,808	Nil	NA	1,808	100%	1,728	Nil	NA	1,728	100%
Female	16,484	Nil	NA	16,484	100%	15,967	102	0.63%	15,865	99%
Other than Permanent										
Male	1,262	Nil	NA	1,262	100%	1,067	Nil	NA	1,067	100%
Female	458	Nil	NA	458	100%	420	Nil	NA	420	100%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	5,79,11,752	0	NA
Key Managerial Personnel (KMP)*	4	3,88,76,543	0	NA
Employees other than BoD and KMP	2,527	8,22,336	420	5,32,992
Workers	1,808	2,42,640	16,484	2,46,156

* Managing Director Position Included

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	46%	49%

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

Yes

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

   PIL has established multiple internal mechanisms to identify, report, and redress grievances related to human rights issues across operations. The Company promotes a culture of transparency, accountability, and ethical conduct through a comprehensive **Vigil Mechanism/Whistle Blower Policy.** enabling employees and workers to report concerns confidentially related to misconduct, discrimination, harassment, unethical behaviour, or violations of Company policies without fear of retaliation.

   The mechanism provides clear reporting and escalation channels, including access to the Vigilance and Ethics Officer and the Chairperson of the Audit Committee. The policy is communicated across the organisation and is accessible through the Company's website and internal communication platforms.

   At the operational level, employees and workers may also raise concerns through grievance boxes, employee representatives, and Works Committees established across manufacturing units. Concerns received through these channels are periodically reviewed by senior management, including the HR function, to ensure timely resolution and continuous improvement of grievance handling processes.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	6	Nil	All six cases were resolved during FY 2025-26	4	NIl	All four cases were resolved during FY 2024- 25
Discrimination at workplace	Nil	NIl	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	4
Complaints on POSH as a % of female employees / workers	0.03%	0.02%
Complaints on POSH upheld	6	4

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

   PIL has established safeguards to protect employees who raise complaints of discrimination, harassment, or other human rights concerns. Under the Whistleblower Mechanism, the confidentiality of the complainant's identity is maintained to the extent permitted by law, and a strict non-retaliation approach is followed to ensure that individuals reporting concerns are protected from victimisation, discrimination, or any adverse consequences.

   Any unauthorised disclosure of a whistleblower's identity is treated seriously, and appropriate disciplinary action may be initiated in line with PIL's policies and applicable regulations. In addition, the Internal Committee constituted under the Prevention of Sexual Harassment (POSH) framework ensures that complaints related to sexual harassment and gender based discrimination are addressed in a timely, fair, and confidential manner while safeguarding the rights and wellbeing of complainants throughout the resolution process.

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

   Yes, human rights requirements form an integral part of PIL's business agreements and contractual arrangements. PIL communicates human rights expectations and responsible business practices to vendors, suppliers, and business partners through the Company's Code of Conduct and related policy frameworks.

   As part of standard contracting processes, agreements include provisions and annexures covering ethical business conduct, human rights, labour practices, workplace safety, and compliance expectations. Business partners are required to acknowledge, understand, and adhere to these principles as part of their engagement with PIL.

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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	

*PIL's manufacturing facilities are certified under WRAP (Worldwide Responsible Accredited Production), a globally recognised certification programme promoted by the American Apparel and Footwear Association. The certification framework is based on 12 principles covering legal compliance, labour practices, workplace conditions, health and safety, and environmental management. Compliance with these requirements is periodically evaluated through internal and external audits.

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

    No significant risks or concerns were identified during the assessments. However, wherever improvement areas are observed during audits, appropriate corrective actions are recommended, and the compliance team periodically monitors facilities to assess the effectiveness and strengthening of the implemented systems and processes.

Leadership Indicators

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

   No significant human rights grievances or complaints necessitating modifications to existing business processes or the introduction of new processes were reported during the reporting period. Existing grievance redressal and whistleblower mechanisms continued to support timely identification, review, and resolution of concerns, while periodic assessments were undertaken to strengthen awareness, accessibility, and effectiveness of these mechanisms.

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

   The scope of human rights due diligence at PIL covers key operational and value chain locations, including outsourcing manufacturing vendors, raw material suppliers, retail stores, warehouses, business offices, and in house manufacturing facilities. The due diligence process focuses on assessing compliance with human rights principles, labour practices, workplace conditions, health and safety standards, and ethical business conduct across operations and the supply 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. The Company's infrastructure is designed to ensure barrier-free access to common facilities for differently-abled employees and visitors in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

   Further, comprehensive internal accessibility assessments have been conducted across all manufacturing facilities and offices, and all assessed locations were found to be 100% compliant with applicable accessibility requirements and infrastructure provisions.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The Company assesses value chain partners through globally recognised third party social compliance certifications and audit programmes accepted by the Company, including WRAP, ETI SMETA, SA8000, amfori, SLCP, Better Work and other equivalent frameworks. These programmes comprehensively evaluate social compliance requirements and issue certifications or satisfactory audit outcomes only upon fulfilment of the prescribed standards. During FY 2025–26, PIL assessed 100% of the identified value chain partners covered under these certifications and audit programmes. The Company reviews and verifies all audit reports to ensure the absence of critical non compliances, including any instances related to child labour, forced labour, and other significant social risks within supplier facilities. Note: Identified value chain partners considered for assessment and engagement include only OSGVs and upstream raw material suppliers (fabric, accessories, and packaging suppliers) contributing 2% or more of the business value.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	

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

   No significant human rights grievances during the reporting period resulted in modifications to existing business processes.

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

Essential Indicators

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

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	1,547.25	1,352.71
Total fuel consumption (B)	GJ	32,128.50	34,451.06
Energy consumption through other sources (C)		0	0
Total energy consumed from renewable sources (A+B+C)	**GJ**	**33,675.75**	**35,803.76**
From non-renewable sources			
Total electricity consumption (D)	GJ	70,687.53	59,136.71
Total fuel consumption (E)	GJ	13,552.51	13,777.65
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	**GJ**	**84,240.05**	**72,914.36**
Total energy consumed (A+B+C+D+E+F)	**GJ**	**1,17,915.79**	**1,08,718.13**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/ Million Rupees	2.25	2.20
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)		45.71	45.51
Energy intensity in terms of physical output		NA	NA
Energy intensity (optional)- the relevant metric may be selected by the entity	GJ / Million Minutes produced	49.40	52.07

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

Yes, the above details on energy management are verified by the external agency Bureau Veritas India Pvt Ltd

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface Water (Government water supply and Rainwater)	37,398.81	31,035.40
(ii) Ground Water (Borewell water)	84,767.30	85,155.06
(iii) Third Party Water (Tankers)	57,462.96	59,437.35
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	**1,79,629.07**	**1,75,627.81**
Total volume of water consumption (in KL)	**1,64,474.64**	**1,59,103.96**
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (Water consumed (KL)/ Turnover (₹ in million)	3.13	3.22
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	63.76	60.61
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity (litre / person / Day)	26.67	27.01

Disclosure Note: Units 27 and 35 were excluded from monitoring and reporting as they became operational during the period and remained in the commissioning/stabilization phase.

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

Yes, the above details on water management are verified by the external agency Bureau Veritas India Pvt Ltd

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water		
- No treatment	0	0
- With treatment-please specify level of treatment	0	0
ii) To Groundwater		
- No treatment	0	0
- With treatment-please specify level of treatment	0	0
iii) To Seawater		
- No treatment	0	0
- With treatment-please specify level of treatment	0	0
iv) Sent to third-parties		
- No treatment	0	0
-With treatment-please specify level of treatment Wastewater generated across all units is treated through in-house Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) in accordance with applicable government regulations and prescribed environmental standards. A significant portion of STP-treated water is reused for non-potable purposes such as toilet flushing, gardening, and road washing, while ETP-treated water is utilized within manufacturing processes. The remaining treated water from both STPs and ETPs is discharged to authorized recyclers for further treatment, including ASP/SBR processes. The final output from the recyclers is used for irrigation on agricultural land, in compliance with regulatory norms. PIL regularly monitors critical wastewater quality parameters, including pH, COD, BOD, TSS, Ammoniacal Nitrogen, Total Nitrogen, Fecal Coliform, and Turbidity, ensuring adherence to limits specified by the respective Pollution Control Board (PCB).	15,154.44	16,523.85
v) Others		
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
Total water discharge (in kilolitres)	**15,154.44**	**16,523.85**

Disclosure Note: Units 27 and 35 were excluded from monitoring and reporting as they became operational during the period and remained in the commissioning/stabilization phase.

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

Yes, the above details on water discharge are verified by the external agency Bureau Veritas India Pvt Ltd

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

   Yes. PIL has implemented a Zero Liquid Discharge (ZLD) mechanism at the Tape Dyeing unit in Hassan, where trade effluents are generated. The unit operates an advanced in-house Effluent Treatment Plant (ETP) integrated with a four-stage reverse osmosis system to minimise reject water generation. Further strengthening the ZLD framework, a Low Temperature Evaporator (LTE) system has been installed, enabling complete elimination of liquid effluent discharge and avoiding the need for external effluent transportation and disposal. Treated water from the ETP is recycled back into the manufacturing process, while the generated sludge is dried and disposed of through authorised incineration facilities. Additionally, domestic wastewater generated at the Hassan unit is treated through in-house Sewage Treatment Plants (STPs), with 100% of treated water reused for non-potable purposes such as flushing, gardening, and road washing.

   All manufacturing facilities are equipped with dedicated in-house Sewage Treatment Plants (STPs) operated by trained personnel to ensure effective wastewater treatment and compliance management. Treated water quality parameters are regularly monitored and maintained in accordance with applicable CPCB regulatory standards.

   To promote responsible water stewardship and circular water management practices, treated water is reutilized for flushing and gardening purposes across facilities. The digitally monitors unit-wise water consumption, wastewater treatment, treated water reuse, and operational performance trends through its in-house **"ESG Compass platform"**, enabling data-driven monitoring, transparency, and improved oversight by senior leadership and other stakeholders.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	tonnes	2.52	1.70
Sox	tonnes	1.16	0.67
Particulate matter (PM)	tonnes	5.46	3.10
Persistent organic compounds (POP)	tonnes	NA	NA
Volatile organic compounds (VOC)	tonnes	NA	NA
Hazardous air pollutants (HAP)	tonnes	NA	NA
Others-please specify Carbon Monoxide (CO)	tonnes	NA	NA

Disclosure Note: Units 27 and 35 were excluded from monitoring and reporting as they became operational during the period and remained in the commissioning/stabilization phase.

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

Yes, the above details on air emissions are verified by the external agency Bureau Veritas India Pvt Ltd

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	921	993
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	13,945	11,945
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/Million turnover in INR	0.28	0.26
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)	tCO2e/Million Revenue in operations adjusted to PPP	5.76	5.42

Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/Million Minutes Produced	6.23	6.20

Disclosure Note: The increase in Scope 2 emissions is primarily attributable to the inclusion of new manufacturing units (Units 27 and 35) within the reporting boundary.

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

Yes, the above details on Scope (1+2) emissions are verified by the external agency Bureau Veritas India Pvt Ltd.

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

   Yes, PIL continues to undertake initiatives focused on reducing Greenhouse Gas (GHG) emissions across operations. As part of ongoing sustainability efforts, the company has implemented energy-efficient technologies and operational improvements within manufacturing facilities. This includes the installation of renewable energy systems, such as rooftop solar photovoltaic (PV) systems with a total capacity of 346 KWp, reducing dependence on conventional energy sources. PIL has also enhanced operational efficiency through the adoption of energy efficient machinery and process optimisation measures aimed at minimising carbon emissions. Emissions are regularly monitored and tracked to support continuous improvement and alignment with broader sustainability objectives. In addition, the company continues to strengthen waste minimisation and energy conservation practices to further reduce the overall carbon footprint.

   PIL is also evaluating opportunities to further increase renewable energy procurement through mechanisms such as Power Purchase Agreements (PPAs), Virtual PPAs, and the purchase of Renewable Energy Certificates (RECs). These initiatives are intended to support the transition towards cleaner energy sources, enhance renewable energy share within operations, and contribute to long term decarbonisation goals.

   During the reporting year, the implementation of direct energy conservation initiatives and the utilisation of renewable energy generated through rooftop solar PV systems contributed to the avoidance of **427.98 tCO_2e** of Scope 2 emissions.

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

Category of waste	Description of Waste	Method of Waste disposal	Unit of Measurement	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)					
Hazardous Waste	Waste oil/Used oil (Note: Density 0.825 Kg/l)	Recycled	MT	4.10	6.39
	Used Oil filters and oil-soaked cotton	Incinerated	MT	3.82	3.94
	ETP sludge	Incinerated	MT	63.45	27.80
	Used battery	Recycled	MT	6.58	5.81
	Used chemical cans	Re-used	MT	4.74	4.32
	E- Waste	Recycled	MT	3.75	4.14
	Chemical contaminated waste & Waste Chemicals	Incinerated	MT	5.60	6.54
	Biomedical waste	Incinerated	MT	0.09	0.10
	Sanitary Waste	Incinerated	MT	8.69	9.05

Non - Hazardous Waste	Fabric waste	Recycled	MT	3,597.75	3,701.91
	Paper and cardboard Waste	Recycled	MT	1,631.62	1,615.01
	Elastic waste	Recycled	MT	29.32	41.32
	Elastic waste	Waste to Fuel (Calorific value harnessed in kilns for cement manufacturing by Dalmia Cement)	MT	227.24	218.56
	Plastic Waste	Recycled	MT	228.68	237.02
	Zero value waste	Incinerated	MT	157.78	232.62
	Metal waste	Recycled	MT	48.87	65.86
	Other Waste (Wood, gypsum, etc)	Incinerated	MT	2.13	10.99
	Food waste	Other recovery	MT	56.25	13.46
	Construction and Demolition Waste	Other recovery	MT	Nil	Nil
		Total	**MT**	**6,080.40**	**6,204.84**

Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric tonnes / million turnover)	0.12	0.13
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	2.36	2.60
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Category of Waste	**Description of Waste**	**Unit of Measurement**	**FY 2025-26**	**FY 2024-25**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)				
(i) Recycled				
Hazardous Waste	Waste oil/Used oil	MT	4.10	6.39
	Used battery	MT	6.58	5.81
	E- Waste	MT	3.74	4.14
Non - Hazardous Waste	Fabric waste	MT	3,597.75	3,701.91
	Paper and cardboard Waste	MT	1,631.62	1,615.01
	Plastic Waste	MT	228.68	237.02
	Metal waste (Including Sharp Tool Waste)	MT	48.87	65.86
	Elastic waste	MT	29.32	41.32
Total Waste Recycled		MT	**5,550.67**	**5,677.46**
(ii) Re-used				
Hazardous waste	Used chemical cans	MT	4.74	4.32
Total waste re-used		MT	**4.74**	**4.32**
(iii) Incineration with energy recovery				
Non - Hazardous Waste	Elastic waste (Sent to cement factory)	MT	227.24	218.56
Total waste with energy recovery		MT	**227.24**	**218.56**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				

(iv) Other disposal options – Animal Feed				
Non-Hazardous Waste	Food Waste	MT	**56.25**	**13.46**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				
Incineration				
Hazardous Waste	Oil filters and oil-soaked cotton	MT	3.82	3.94
	ETP sludge	MT	63.45	27.80
	Biomedical waste	MT	0.09	0.10
	Sanitary Waste	MT	8.69	9.05
	Chemical Contaminated Waste & Waste Chemical	MT	5.60	6.54
Non - Hazardous Waste	Zero value waste	MT	157.78	232.62
	Other Waste (Wooden, Gypsum, glass)	MT	2.13	10.99
(i)Total Waste Incinerated		MT	**297.81**	**291.04**
(ii) Total Waste Sent for Landfilling		MT	**Nil**	**Nil**
(iii) Total Waste Sent for Other disposal operations		MT	**Nil**	**Nil**
Total waste disposed		MT	**297.81**	**291.04**

Disclosure Note: Units 27 and 35 were excluded from monitoring and reporting as they became operational during the period and remained in the commissioning/stabilization phase.

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

Yes, the above details on waste management are verified by the external agency Bureau Veritas India Pvt Ltd

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.

    PIL continues to follow a robust waste management framework to ensure the proper collection, segregation, treatment, and disposal of waste across all operational units. A centralized database is maintained to monitor waste generation and disposal activities, while authorised third-party waste management agencies are engaged to ensure compliance with applicable regulatory requirements. Traceability audits are conducted at vendor locations for both hazardous and non-hazardous waste streams, supporting responsible waste handling, regulatory compliance, and diversion of waste from landfill.

    Further, the Company digitally tracks unit-wise waste generation, storage, disposal, and diversion practices through its in-house ESG Compass platform. The system enables real-time monitoring and visibility of waste management performance, including waste sent for recycling, reuse, co-processing, energy recovery, incineration, and disposal, thereby supporting improved governance, transparency, and data-driven decision-making by senior leadership.

    To minimise the use of hazardous and toxic chemicals, PIL continues to implement a comprehensive chemical management approach focused on reducing environmental and health-related impacts. Chemicals are evaluated against the ZDHC MRSL (Manufacturing Restricted Substances List) prior to procurement, and safer alternatives to restricted substances are assessed wherever feasible. PIL's Restricted Substances List, aligned with internationally recognised standards such as AAFA and AFIRM, continues to guide chemical management practices across operations and the value chain.

    In addition, ZDHC awareness and compliance training programmes have been conducted for Procurement, EHS, and Operations teams to strengthen internal capability and responsible chemical management practices. The ESG team has also conducted internal chemical assessments across operational units, and all assessed chemicals were found to be 100% compliant with applicable internal chemical management requirements and restricted substance standards.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable – PIL adheres to established environmental management practices across operations. All operating units are situated within designated industrial areas and are not located in or adjacent to ecologically sensitive regions or significant biodiversity hotspots. Accordingly, PIL's operations do not impact protected areas or regions of high biodiversity value.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Type	Relevant Web link
Not Applicable						

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

    Yes, the entity continues to comply with all applicable local and national environmental laws and regulations. No instances of non compliance were reported during FY 2025-26.

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

Leadership Indicators

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

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

   i) Name of the area:

   - Bengaluru cluster (Bommasandra, Bommanahalli, Gowribidnur) - Extremely High (>80%)
   - Mysuru Cluster (Industrial Suburban Area, K.R. Pet and Belawadi KIDB Industrial Area)
     - Medium to high (20 - 40%)
   - Hassan Cluster (KIDB Area, Tiptur) - High (40 - 80%)
   - Tamil Nadu Cluster (Tirupur) - Medium to high (20 - 40%)

   Source: World Risk Atlas

   ii) Nature of operations:

   - Bengaluru cluster - Garmenting, Elastic weaving, Testing Labs & Socks Manufacturing.
   - Mysuru Cluster - Garmenting, Elastic weaving, Packaging & Testing Labs.
   - Hassan Cluster- Garmenting, Tape Dyeing, Elastic weaving, Packaging & Testing Labs.
   - Tamil Nadu Cluster- Fabric Sourcing, Packaging & Quality checking.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
i) Surface Water	37,398.81	31,035.40
ii) Ground Water	84,767.30	85,155.06
iii) Third Party Water	57,462.96	59,437.35
iv) Seawater / desalinated water	0	0
v) Others	0	0
Total volume of water withdrawal (in kilolitres)	**1,79,629.07**	**1,75,627.81**
Total volume of water consumption (in kilolitres)	**1,64,474.64**	**1,59,103.96**
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) KL / Million ₹ (revenue)	3.13	3.22
Water intensity (optional) – the relevant metric may be selected by the entity (litre / person /Day)	26.67	27.01
Water discharge by destination and level of treatment (KL)		
i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment Note: Wastewater generated across PIL's units is treated through in house Sewage Treatment Plants (STPs) in accordance with regulatory standards prescribed by the authorities. A significant portion of the treated water is reused for non potable applications such as toilet flushing, gardening, and road washing. The remaining STP treated water is discharged through authorised recyclers, where it undergoes further treatment through ASP/SBR processes, and the final treated water is utilised for irrigation purposes on agricultural land. PIL regularly monitors key parameters of the in house STP systems, including pH, COD, BOD, TSS, ammoniacal nitrogen, total nitrogen, fecal coliform, and turbidity, to ensure compliance with applicable Pollution Control Board (PCB) norms.".	15,154.44	16,523.85
v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**15,154.44**	**16,523.85**

Disclosure Note: Units 27 and 35 were excluded from monitoring and reporting as they became operational during the period and remained in the commissioning/stabilization phase.

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

Yes, the above details on water consumption are verified by external agency Bureau Veritas India Pvt Ltd

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,02,504.27*	5,18,189.68
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ ₹ million turnover	7.67	10.50
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/ Million Minutes Produced	168.64	248.19

* The decrease in Scope 3 emissions compared to the previous year is largely due to the adoption of an updated methodology for estimating Purchased Goods and Services emissions, resulting in improved accuracy and coverage.

Disclosure Note: Scope 3 categories considered for FY 2025-26: Purchased Goods and Services, Capital Goods, Fuel and Energy-related activities, Upstream Transportation and Distribution, Waste generated in operations, Business Travel, Employee Commuting, Downstream transportation and Distribution.

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

Yes, the above details on Scope 3 emissions are verified by external agency Bureau Veritas India Pvt Ltd

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

   Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy efficiency	Energy conservation initiatives include the installation of energy efficient fans, lighting systems, compressors, and other related equipment across operations.	A total of 1,73,000 kWh of energy was conserved through the implementation of energy efficiency initiatives during the reporting year
2.	Increasing Renewable Energy share	Renewable energy consumption increased through the utilisation of rooftop solar power generation systems.	A total of 4,55,805.70 kWh of solar energy was generated during the reporting year, of which 4,29,791.70 kWh was utilised for onsite operations and the remaining energy was exported to the grid.
		Biomass based briquettes were utilised as a renewable fuel source for boiler steam generation.	Biomass based energy consumption amounted to 32,128.50 GJ during the reporting year, contributing approximately 27% of the total renewable energy share against overall energy consumption.
3	Plastic Waste Management	Strengthened responsible waste management and resource recovery practices through compliance with Extended Producer Responsibility (EPR) regulations.	100% of the CPCB EPR recycling target, equivalent to 1,285 MT, was successfully achieved during the reporting year.
4	Effluent Management	Achieved Zero Liquid Discharge (ZLD) across applicable manufacturing units.	Through the installation of a Low Temperature Evaporator (LTE) system within the ETP, 12.6 ML of treated water was reused in the manufacturing process during FY2025-26. This initiative supported the achievement of Zero Liquid Discharge (ZLD) while eliminating risks associated with effluent transportation and external disposal.
5	LEED Certification for Manufacturing Facilities	PIL is pursuing Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council (USGBC) for Units 12, 17, 21, 25, and 28 to promote sustainable building design, resource efficiency, and improved environmental performance. (In Progress)	Upon certification, the initiative is expected to enhance energy and water efficiency, improve indoor environmental quality, reduce the environmental footprint of operations, and support the Company's sustainable infrastructure goals.

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

   Yes. PIL has established business continuity and disaster management measures across all operational units to effectively respond to emergencies and ensure operational resilience. Onsite Emergency Plans (OEPs) are implemented at manufacturing facilities, outlining emergency response procedures, evacuation protocols, rescue measures, communication systems, and roles and responsibilities during potential incidents. Dedicated Emergency Response Teams (ERTs) are trained to manage emergency situations and support timely response actions. Regular fire safety training sessions, mock drills, and emergency preparedness exercises are conducted for employees and workers to strengthen awareness and readiness. The plans are periodically reviewed and updated to enhance preparedness, minimise operational disruptions, and ensure compliance with applicable safety and regulatory requirements.

   Further, PIL is certified under the ISO 45001 standard, reinforcing its commitment towards proactive risk management and workplace safety. The Company has developed site-specific emergency response procedures considering various operational and safety aspects, including fire emergencies, STP overflow scenarios, chemical handling risks, dog bite and snake bite incidents, along with risk mitigation and preventive management programmes across facilities. The plans are periodically reviewed and updated to enhance preparedness, minimise operational disruptions, and ensure compliance with applicable regulatory requirements.

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.

   During the reporting period, no significant adverse environmental impacts were identified across the organization's value chain.

   PIL continues to guide suppliers and vendors through the Supply Chain Standards and Responsibility Code, which outlines the social and environmental expectations to be implemented at supplier facilities. Regular assessments and audits are conducted to evaluate supplier performance and monitor compliance with the prescribed standards and requirements.

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

   Value chain partners are assessed for environmental impacts through ESG evaluations, sustainability supplier self-assessments, and third-party certifications such as WRAP, SEDEX or equivalent, covering key environmental parameters and compliance requirements. During FY 2025–26, PIL assessed 100% of the identified value chain partners to strengthen oversight of environmental practices and performance across the supply chain.

   Note: Identified value chain partners considered for assessment and engagement include only OSGVs and upstream raw material suppliers (fabric, accessories, and packaging suppliers) contributing 2% or more of the business value.

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

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.

   PIL is a part of 4 trade and industry chambers/associations

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Apparel Export Promotion Council	National
2	Karnataka Employers Association	National
3	National Safety Council of India	National
4	Confederation of Indian Industry (CII)	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		

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
	Nil				

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. PIL does not undertake projects that require Social Impact Assessments under applicable laws during the reporting period					

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)
			Nil			

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

   Community grievances related to PIL's operations can be communicated through multiple channels, including security personnel at facility entrances, employees, or direct representation to the Unit HR Manager. All grievances are reviewed through an established process and addressed in a timely manner, with appropriate responses communicated to the concerned stakeholders. Where required, matters are further escalated to the Chief People Officer and the Managing Director for detailed review and resolution.

   In addition, feedback mechanisms are integrated into community development initiatives to assess programme effectiveness and address stakeholder concerns. For initiatives such as the Rural Mental Health Program, independent external agencies conduct impact assessments and stakeholder feedback reviews to support continuous improvement and enhance programme effectiveness within the community.

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

Jockey	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	33%	22%
Directly from within India	80%	86%
Speedo	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	8%	7%
Directly from within India	16%	15%

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

Location	FY 2025-26	FY 2024-25
Rural	7.83%	0.69%
Semi-urban	6.46%	1.73%
Urban	17.36%	4.62%
Metropolitan	68.36%	92.96%

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

Note: The classification of locations for this disclosure has been updated during the year due to the addition of new manufacturing facilities and the adoption of an updated methodology aligned with RBI population classification guidelines. Consequently, the distribution of wages across location categories may not be directly comparable with the previous reporting period.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable. PIL does not undertake projects that require Social Impact Assessments under applicable laws during the reporting period.	

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

Sl. No.	State	Aspirational District	CSR Project	Amount spent (In ₹)
1	Karnataka	Kalaburagai	PAGE Scholarship Program	2,67,000
2	Karnataka	Raichur	PAGE Scholarship Program	6,000
3	Karnataka	Gadag	PAGE Scholarship Program	4,26,000
4	Karnataka	Yadgir	PAGE Scholarship Program	6,000
			Total	7,05,000

Note: Reference List of Aspirational Districts from MSME and NITI Aayog

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

   No

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

   Not Applicable

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

   Not Applicable

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

Sl.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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:

Sl. No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Christel House India	210	100%
2	Akshaya Patra Foundation	12,000	100%
3	Colours Of Life	115	100%
4	PAGE EduCare Program	19,584	100%
5	PAGE Scholarship Program	4,025	100%
6	PAGE Helath Care Initiatives - Ambulance vans	Public use	100%
7	PAGE Helath Care Initiatives - Medical Equipments	Public use	100%
8	PAGE Helath Care Initiatives 2025-26 - Heart Surgeries	42	100%
9	Christel House School Building Block Project	240	100%

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.

   Customer Feedback and Complaint Resolution Mechanism :

   Customer complaints and feedback can be communicated through multiple channels, including the customer care helpline (1800-572-1299 / 1860-425-3333, available Monday to Sunday from 10:00 AM to 7:00 PM IST), email support at **wecare@jockeyindia.com**, and the "Write to Us" section available on the company website **(https://www.jockey.in/pages/faqs).** PIL engages proactively with customers to address queries, complaints, and service requests through a structured grievance management process supported by an automated ticketing system. Upon receipt of a query or complaint, a unique service reference number is generated for tracking and resolution purposes.

   Customer complaints are managed in accordance with established standard operating procedures (SOPs). In instances involving product related concerns, the quality assurance team conducts an assessment of the issue and recommends appropriate corrective actions to ensure timely resolution and customer satisfaction.

   To strengthen grievance redressal mechanisms, PIL has established a formal process to capture, monitor, and resolve consumer queries, complaints, and requests related to products and services. A designated Grievance Officer is responsible for handling consumer grievances in line with the defined escalation framework. Consumers may contact the Grievance Officer through the contact details provided on the company's "Get in Touch" page **(https://www.jockey.in/pages/get-in-touch).** Where grievances remain unresolved within the specified timeline, matters may be escalated to the Nodal Officer, whose contact details are disclosed within the company's privacy policy section on the website **(https://www.jockey.in/pages/privacy-policy).**

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of the products are manufactured using raw materials such as fabric, elastic, and yarn sourced from OEKO TEX® certified vendors, ensuring consideration of relevant environmental and social parameters across the supply chain.
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	159	Nil	159 consumers reported receiving calls from unidentified individuals posing as Jockey representatives and requesting payment for orders that had already been prepaid. All such cases were addressed on priority through prompt investigation and resolution support.	0	NA	--
Advertising	0	NA	--	0	NA	--
Cyber-security	0	NA	--	0	NA	--
Delivery of essential services	0	NA	--	0	NA	--

Restrictive Trade Practices	0	NA	--	0	NA	--
Unfair Trade Practices	0	NA	--	0	NA	--
Other* (Product related)	73,588	3,630	Pending complaints are under review and are expected to be resolved within the defined turnaround timelines	41,445	555	All pending complaints are resolved in FY 2025-26

*The complaints related to Product Quality, Delivery, Product return due to fit issues etc.

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

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

Note: Product and service quality commitments are embedded within the Company's Integrated Management System (IMS) Policy, supported by a framework for continual improvement and customer satisfaction. For more details, refer to **IMS Policy**.

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

   Yes. Page Industries Limited (PIL) has established a comprehensive cybersecurity risk management framework to identify, assess, monitor, and mitigate cybersecurity and data privacy risks across its operations. The framework is supported by information security governance mechanisms covering access management, data protection, cryptography, incident management, change management, user access controls, and periodic security monitoring. Internal information security policies and procedures are maintained as controlled documents with access restricted to authorised personnel to safeguard the confidentiality, integrity, and availability of information assets.

   To strengthen stakeholder trust and regulatory compliance, PIL has also published customer-facing Privacy Policies for its digital platforms, outlining its approach to the collection, processing, storage, and protection of personal information. These policies demonstrate the Company's commitment to responsible data management and safeguarding stakeholder information The Data Privacy Policies are available on the official websites:

   Jockey India - **Privacy Policy | Jockey India**

   Speedo India - **Privacy Policy | Speedo India**

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 penalties/regulatory action has been levied or taken on the above-mentioned parameters.

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches: 2* (incidents occurred at vendor applications)

   b. Percentage of data breaches involving personally identifiable information of customers: 100%

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

   *Two data breach incidents involving third-party vendor platforms were reported during FY 2025–26. Both incidents were reported to CERT-In within the prescribed timelines and were addressed through appropriate remediation measures. No regulatory penalties, legal proceedings, or material business disruptions arose from these incidents.

Leadership Indicator

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

   Information relating to the products offered by PIL is available on the company's official website and other authorised digital platforms. The company also leverages various social media channels and online platforms to communicate product related information and brand updates to customers and other stakeholders.

   In addition, PIL utilises its website and e commerce platforms to manage, present, and disseminate product information in a structured and accessible manner, enabling customers to access relevant details regarding products and brands. Visit: https://www.jockey.in/

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

   PIL ensures that customers are provided with relevant information regarding the safe and responsible use of products through multiple communication channels, including company reports, the official website, product catalogues, and product packaging. In addition, guidance related to product handling and waste disposal practices is made available through designated communication platforms.

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

   PIL places significant emphasis on consumer transparency through established communication channels that enable the timely dissemination of information to customers regarding products, services, and any potential disruptions or discontinuation of essential services.

   Key communication platforms include:

   - The official Company websites
   - Social media platforms
   - Dedicated customer service helplines

   For more details, please refer to Principle 9, Essential Indicator 1.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

   Yes, PIL ensures that product labels comply with all applicable local regulatory requirements by providing relevant information, including product size, key features, and details relating to the quality of raw materials used. This approach, supported by established product quality and testing processes, enhances transparency and strengthens consumer confidence.

   In addition, PIL conducts formal year on year consumer surveys to assess brand health scores across key product categories and evaluate customer perception and satisfaction levels.

BRSR CORE- VALUE CHAIN PARTNERS DISCLOSURES

Overview

Page Industries Limited recognises that responsible value chain management is fundamental to creating long term sustainable value and advancing its ESG commitments. As part of its commitment to enhanced transparency and stakeholder accountability, the Company has initiated value chain disclosures for the first time in FY 2025–26 in alignment with the SEBI BRSR Core 'comply or explain' requirements. This marks an important milestone in the Company's ESG reporting journey and reflects its commitment to progressively strengthening supplier engagement, improving ESG data quality, and enhancing transparency across its value chain.

Reporting Period

The disclosures presented in this section cover the reporting period from 1st April 2025 to 31st March 2026 (FY 2025–26).

Scope and Boundary

The reporting boundary for FY 2025–26 is limited to upstream value chain partners identified in accordance with the SEBI BRSR Core Value Chain requirements. The scope includes suppliers that individually account for 2% or more of the Company's procurement by business value, cumulatively representing at least 75% of the total procurement value.

Based on these criteria, the reporting boundary comprises 12 raw material suppliers and 16 Outsourced Garmenting Vendors (OSGVs). Downstream value chain partners are currently outside the scope of reporting for FY 2025–26.

Note: Considering the distinct nature of operations and ESG impacts, value chain disclosures for Raw Material Suppliers and Outsourced Garmenting Vendors (OSGVs) are presented separately to provide a more meaningful representation of ESG performance.

Methodology

The disclosures have been prepared using an allocation-based methodology, wherever applicable, to reflect Page Industries Limited's proportionate share of supplier performance based on the revenue generated through business with the Company. Where allocation is not applicable, disclosures are based on actual data reported by the respective value chain partners.

To strengthen data quality, improve reporting consistency, and streamline supplier engagement, Page Industries Limited implemented an ESG data management platform during FY 2025–26 to facilitate the systematic collection, validation, and management of ESG data from value chain partners.

Where complete information was not available at the time of reporting, disclosures have been presented on a 'comply or explain' basis in accordance with the SEBI BRSR Core guidance.

Way Forward

Page Industries Limited views value chain reporting as an evolving journey and remains committed to continuously enhancing the completeness, accuracy, and quality of ESG disclosures through sustained supplier engagement, capacity building, and improved data management practices. As data maturity across the value chain continues to improve, the Company intends to progressively expand the reporting boundary to include relevant downstream value chain partners and further strengthen its value chain disclosures in line with evolving regulatory expectations and industry best practices.

Annexure I - Format of BRSR Core

1. Raw Material Suppliers (inhouse) – Value chain Disclosure (Upstream)

Sl.No	Attribute	Parameter	UoM	FY 2025-26
1	Green-house gas (GHG) footprint	Total Scope 1	MT	8,153.22
		Total Scope 2	MT	8,628.14
		Total (Scope 1+2)*	**MT**	**16,781.36**
		GHG Emission Intensity (Scope 1 +2)*	**MT / million Rupee adjusted for PPP**	**72.68**
			Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	**NA**
2	Water footprint	**Total water consumption***	**KL**	**2,23,096.93**
		Water consumption intensity*	**KL / million Rupee adjusted for PPP**	**864.45**
			KL / Product or Service	**NA**
		Water Discharge by destination and levels of Treatment*	**Treatment Water Discharge (in kilo litres)**	
			Surface	40,844.82
			Ground	0
			Third-party	16,851.61
			Sea	0
			Untreated Water Discharge (in kilo litres)	
			Surface	0
			Ground	0
			Third-party	6,127.69
			Sea	0
			Total Discharge (kl)	**63,824.12**
3	Energy footprint	Renewable Fuel (A)	GJ	2,99,272.77
		Renewable Electricity (B)	GJ	0
		Total energy consumed from renewable sources (A+B)	**GJ**	**2,99,272.77**
		Non - Renewable Fuel (C)	GJ	89,416.72
		Non- Renewable Electricity (D)	GJ	43,748.34
		Total energy consumed from non-renewable sources (C+D)	GJ	1,33,165.06
		Total Energy Consumed (A+B+C+D)*	GJ	4,32,437.83
		% of energy consumed from renewable sources*	%	69%
		Energy intensity*	**GJ / million Rupee adjusted for PPP**	**1,872.95**
			KL / Product or Service	**NA**

<table>
<tr><td rowspan="13">4</td><td rowspan="13">Embracing circularity</td><td>Plastic waste</td><td>MT</td><td>40.08</td></tr>
<tr><td>E-waste</td><td>MT</td><td>16.68</td></tr>
<tr><td>Bio-medical waste (Medical, bandages, blood stain waste etc..)</td><td>MT</td><td>7.58</td></tr>
<tr><td>Battery waste</td><td>MT</td><td>2.72</td></tr>
<tr><td>Radioactive waste</td><td>MT</td><td>3.25</td></tr>
<tr><td>Construction and demolition waste</td><td>MT</td><td>10.23</td></tr>
<tr><td>Other Hazardous waste (Ex. Used oil, oil soked cotton,etc…)</td><td>MT</td><td>846.88</td></tr>
<tr><td>Other Non Hazardous waste (Ex. Fabric, Paper, Cardboard Etc…)</td><td>MT</td><td>350.51</td></tr>
<tr><td>Total waste generated*</td><td>MT</td><td>1,277.95</td></tr>
<tr><td rowspan="2">Waste intensity*</td><td>Kg or MT / Rupee adjusted for PPP</td><td>4.95</td></tr>
<tr><td>Kg or MT / Unit of Product or Service</td><td>NA</td></tr>
<tr><td>Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations</td><td>MT</td><td rowspan="2">Not Reported</td></tr>
<tr><td>For each category of waste generated, total waste disposed by nature of disposal method</td><td>MT</td></tr>
<tr><td rowspan="5">5</td><td rowspan="5">Enhancing Employee Wellbeing and Safety</td><td>Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company*</td><td>%</td><td>0.53%</td></tr>
<tr><td colspan="3">Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)</td></tr>
<tr><td>Number of Permanent Disabilities</td><td>Nos</td><td>0</td></tr>
<tr><td>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</td><td>-</td><td>0</td></tr>
<tr><td>No. of fatalities</td><td>Nos</td><td>0</td></tr>
<tr><td rowspan="5">6</td><td rowspan="5">Enabling Gender Diversity in Business</td><td>Gross wages paid to females as % of wages paid*</td><td>%</td><td>50.01%</td></tr>
<tr><td colspan="3">Complaints on POSH</td></tr>
<tr><td>Total Complaints on Sexual Harassment (POSH) reported</td><td>Nos</td><td>0</td></tr>
<tr><td>Complaints on POSH as a % of female employees / workers</td><td>%</td><td>0</td></tr>
<tr><td>Complaints on POSH upheld</td><td>Nos</td><td>0</td></tr>
<tr><td rowspan="2">7</td><td rowspan="2">Enabling Inclusive Development</td><td>Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India</td><td>%</td><td>Not Reported</td></tr>
<tr><td>Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost</td><td>%</td><td>Not Reported</td></tr>
</table>

8	Fairness in Engaging with Customers and Suppliers	**Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events**	**%**	**0**
		Number of days of accounts payable ((Accounts payable *365) / Cost of goods/services procured)	**Days**	**Not Reported**
9	Open-ness of business	**Concentration of purchases**	**-**	**Not Reported**
		Concentration of sales		
		Share of RPTs in		

2. Outsourcing Garment Vendors (OSGVs) – Value chain Disclosure (Upstream)

Sl.No	Attribute	Parameter	UoM	FY 2025-26
1	Green-house gas (GHG) footprint	Total Scope 1	MT	4,957.17
		Total Scope 2	MT	12377.85
		Total (Scope 1+2)	MT	17,335.02
		GHG Emission Intensity (Scope 1 +2)*	MT / million Rupee adjusted for PPP	32.32
			Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	NA
2	Water footprint	**Total water consumption**	**KL**	**89,664.91**
		Water consumption intensity*	**KL / million Rupee adjusted for PPP**	**169.02**
			KL / Product or Service	**NA**
		Water Discharge by destination and levels of Treatment	**Treated Water Discharge (in kilo litres)**	
			Surface	-
			Ground	9913.77
			Third-party	3633.5
			Sea	-
			Untreated Water Discharge (in kilo litres)	
			Surface	25190.61702
			Ground	0
			Third-party	1,567.59
			Sea	8,599.43
			Total Discharge (kl)	48,904.90

3	Energy footprint	Renewable Fuel (A)	GJ	21,488.10
		Renewable Electricity (B)	GJ	0
		Total energy consumed from renewable sources (A+B)	**GJ**	**21,488.10**
		Non - Renewable Fuel (C)	GJ	28,460.04
		Non- Renewable Electricity (D)	GJ	62,760.93
		Total energy consumed from non-renewable sources (C+D)	**GJ**	**91,220.98**
		Total Energy Consumed (A+B+C+D)	**GJ**	**1,12,709.07**
		% of energy consumed from renewable sources	**%**	**19%**
		Energy intensity*	**GJ / million Rupee adjusted for PPP**	**212.46**
4		KL / Product or Service		NA
		Plastic waste	MT	46.61
		E-waste	MT	0.36
		Bio-medical waste (Medical, bandages, blood stain waste etc..)	MT	2.45
		Battery waste	MT	0.43
		Radioactive waste	MT	0.00
		Construction and demolition waste	MT	0.31
		Other Hazardous waste (Ex. Used oil, oil soked cotton,etc...)	MT	250.31
		Other Non Hazardous waste (Ex. Fabric, Paper, Cardboard Etc...)	MT	807.90
		Total waste generated*	**MT**	**1,108.37**
		Waste intensity*	**Kg or MT / Rupee adjusted for PPP**	**2.43**
			Kg or MT / Unit of Product or Service	**NA**
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	**MT**	**Not Reported**
		For each category of waste generated, total waste disposed by nature of disposal method	MT	

5	Enhancing Employee Wellbeing and Safety	**Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company***	**%**	**0.42%**
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)		
		Number of Permanent Disabilities	Nos	0
		Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	-	0
		No. of fatalities	Nos	0
6	Enabling Gender Diversity in Business	**Gross wages paid to females as % of wages paid**	**%**	**73.70%**
		Complaints on POSH		
		Total Complaints on Sexual Harassment (POSH) reported	Nos	0
		Complaints on POSH as a % of female employees / workers	%	0
		Complaints on POSH upheld	Nos	0
7	Enabling Inclusive Development	**Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India**	**%**	**Not Reported**
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	**%**	**Not Reported**
8	Fairness in Engaging with Customers and Suppliers	**Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events**	**%**	**0**
		Number of days of accounts payable ((Accounts payable *365) / Cost of goods/services procured)	**Days**	**Not Reported**
9	Open-ness of business	**Concentration of purchases**	-	**Not Reported**
		Concentration of sales		
		Share of RPTs in		

Note:

(*) Indicates parameters for which the reporting boundary differs from the defined value chain reporting boundary due to limitations in supplier data availability. All other parameters are reported in accordance with the established value chain reporting boundary.

'Not Reported' indicates that the disclosure is currently not feasible due to unavailability or partial availability of the required supplier data at the time of reporting.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT

To

The Board of Directors of Page Industries Limited

Introduction and objectives of work

The Board of Directors of **Page Industries Limited** (the 'Company') have engaged Bureau Veritas (India) Private Limited to undertake an Independent Assurance of the company's Sustainability / Non-Financial Performance disclosures in its Business Responsibility & Sustainability Report (BRSR), in accordance with requirements of SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026. for the financial year ended 31st March 2026 and to provide Reasonable and Limited Assurance Statement on the BRSR report – FY 2025-26.

Intended User

The assurance statement is made solely for "PAGE and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "PAGE" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "PAGE" for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Scope of Work

We have performed the Reasonable Assurance engagement for BRSR (Core) parameters and Limited Assurance for non-core parameters in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting boundaries considered for this reporting period are as follows:

Page Industries Limited 's office in Bengaluru and its units in and around Bangalore namely Unit 1- Bommanahalli, Unit 3- Bommasandra, Unit 4- Kodichikkanahalli, Unit 11- Hennagara gate, Unit 12-Hassan, Unit 14-Hosa Road, Unit 15- Jigini (Warehouse), Unit 16- Mysore, Unit 17-Gowribidanur, Unit 19 - Tirupur, Tamilnadu, Unit 20-Tiptur, Unit 21-Hassan, Unit 22-Hassan, Unit 25-KR Pete, Unit 27 - Cuttack, Odisha, Unit 28-Mysore, Unit 35 - KR Pete Head office and Corporate office.

As part of its independent reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits over two different time intervals: Phase 1: Unit 17 located at Gowribidanur on 12th February 2026, Unit 20 located at Tiptur on 13th February, 2026. Phase 2: Bengaluru Head Office and Corporate Office on 29th June 2026 and Unit 4 located at Kodichikkanahalli on 30th June 2026. Bureau Veritas interviewed personnel of Page Industries Limited's including Sustainability, Finance and Accounts, Electrical & Maintenance, Central Plant Maintenance, Production Team, Environment, Health & Safety (EHS), HR, Purchase, Accounts, Medical Staff and other relevant departments.

The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas. The Company has submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.

Data on various BRSR disclosures were assessed for the locations as mentioned above. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report 2025-26.

The Scope of Sustainability Assurance includes:

- An assessment of the methods used for data collection and reporting for the selected sustainability performance indicators.
- Verification of such systems, including related internal controls.
- Verification on a sample basis, of evidence supporting the data.
- Verification of the sample data and information on selected material topics reported by the organization for the defined reporting period.
- Assessment of the consistency between the data for the selected sustainability performance indicators and the related written comments in the narrative of the Report.
- The Company's compliance with legal obligations/disclosures.
- The General and topic specific disclosures subject to assurance.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility is to provide independent Reasonable assurance on the BRSR report for the financial year ended 31st March 2026.

Our Findings

On the basis of our methodology and the activities described above,

▪ Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.

▪ It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.

▪ The BRSR Report provides a fair representation of the Company's activities as included therein.

▪ The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

• Activities outside the defined assurance period.
• Positional statements (expressions of opinion, belief, aim or future intention by Page Industries Limited and statements of future commitment.
• Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of Page Industries Limited outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Page Industries Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

M. Rao

Munji Rama Mohan RAO
Lead Assuror
Bureau Veritas (India) Private Limited
Hyderabad, India
Date: 13/07/2026

Rupam BARUAH
Technical Reviewer
Bureau Veritas (India) Private Limited
Mumbai, India
Date: 13/07/2026

Annexure 1

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core Attributes'

Sr. No.	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	
		Water Discharge	Principle 6, Question 4 of Essential Indicators
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration of Purchase and Sales	Principle 1, Question 9 of Essential Indicators