

03rd September, 2026

The Corporate Relationship Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

The General Manager- Listing
National Stock Exchange of India Limited
“Exchange Plaza”, Bandra-Kurla Complex,
Bandra (East),
Mumbai - 400 051

Symbol/Scrip Code: (BSE)530555/(NSE) PARACABLES

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26 pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015.

Dear Sir/ Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26 forming part of the Integrated Annual Report for the Financial Year 2025-26.

The Business Responsibility and Sustainability Report is also uploaded on the Company's website viz. www.paramountcables.com

This is for your information and record.

Thanking You

Yours Faithfully
for **Paramount Communications Limited**

Rashi Goel Digitally signed by Rashi Goel
Date: 2026.09.03 20:08:18
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Rashi Goel
Company Secretary and Compliance Officer
FCS 9577

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY:

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the listed entity	L74899DL1994PLC061295
2.	Name of the Listed Entity	Paramount Communications Limited
3.	Year of Incorporation	1994
4.	Registered Office Address	KH-433, Maulsari Avenue, Westend Greens, Rangpuri, Mahipalpur, New Delhi, India, 110037
5.	Corporate Address	KH-433, Maulsari Avenue, Westend Greens, Rangpuri, Mahipalpur, New Delhi, India, 110037
6.	E-mail	cs@paramountcables.com
7.	Telephone	+91-11-45618800/900
8.	Website	https://paramountcables.com/
9.	Financial Year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital (Crore)	61.04
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Rashi Goel Telephone Number+91-11-45618800/900 cs@paramountcables.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone Basis
14.	Name of assessment or assurance provider:	Not Applicable
15.	Type of assessment or assurance obtained:	Not Applicable

II. PRODUCTS AND SERVICES:

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Wires and Cables	Manufacturing of Cables and Wires	99.91 %
2	Turnkey projects/ engineering, procurement and construction (EPC) project segment	Design, engineering, supply, erection and commissioning of projects	0.09 %

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

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1	Wires and Cables	27320	99.91 %
2	Turnkey projects/ engineering, procurement and construction (EPC) project segment	42202	0.09 %

III. OPERATIONS:

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

Location	Number of plants	Number of offices / project offices / depots	Total
National	2	1	3
International	-	-	-

19. Markets Served by the Entity:

a) Number of Locations:

Location	Number
National (No. of States)	Pan-India
International (No. of Countries)	35+ Countries

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

During FY 2025-26, exports contributed approximately 28.8% to the Company's total revenue, reflecting the continued strength of its international business. In line with its strategic vision of emerging as a global leader in the Wires and Cables segment, the Company remains committed to delivering superior-quality products, maintaining high standards of service excellence, and progressively strengthening its presence across international markets. The Company currently exports to a diverse range of geographies, with key export destinations including the United States, Myanmar, the United Kingdom, and Nepal. Going forward, the Company will continue to enhance its export portfolio by deepening its presence in existing markets while exploring opportunities across new and emerging international geographies, thereby supporting sustainable long-term growth.

c) A brief on types of customers?

Paramount Communications Limited is a leading manufacturer in the Wires and Cables industry, catering to a diverse range of sectors, including power, infrastructure, real estate, oil and gas, defense, metals, information technology, manufacturing, renewable energy, cement, fertilizers, data centers, and consumer durables. The Company's products are supplied to government bodies, public sector enterprises, and private organizations across domestic and international markets through business-to-business (B2B) channels, supported by an extensive network of authorized dealers and distributors.

In addition, the Company's Turnkey Projects division undertakes Engineering, Procurement and Construction (EPC) contracts in the power transmission and distribution segment, further strengthening its integrated capabilities to deliver end-to-end power infrastructure solutions.

IV. EMPLOYEES

20. Details as at the end of Financial Year 2025-26:

a) Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Employees (including differently abled)						
1.	Permanent Employees	356	330	93%	26	7%
2.	Other than Permanent Employees	37	35	95%	2	5%
3.	Total Employees	393	365	93%	28	7%
Workers (including differently abled)						
4.	Permanent Workers	46	46	100%	0	0%
5.	Other than Permanent Workers	1369	1369	100%	0	0%
6.	Total Workers	1415	1415	100%	0	0%

b) Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Differently Abled Employees						
1.	Permanent Employees	0	0	-	0	-
2.	Other than Permanent Employees	0	0	-	0	-
3.	Total differently abled employees (1+2)	0	0	-	0	-
Differently Abled Workers						
4.	Permanent Workers	0	0	-	0	-
5.	Other than Permanent Workers	0	0	-	0	-
6.	Total Workers (4+5)	0	0	-	0	-

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	8	2	25%
Key Management Personnel	2	0	0%

During the Financial Year 2025–26, Mr. Narendra Kumar Goyal and Ms. Parveen Kala ceased to be Directors of the Company with effect from 16 May 2025, and 14 July 2025 respectively. Further, Mr. Sanjay Kumar Srivastava and Ms. Anjali Verma were appointed as Directors on the Board of Paramount Communications Limited with effect from 1 July 2025.

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	25%	19%	19.00%	16.00%	19.00%	13.00%	17.00%	13.00%
Permanent Workers	6%	0%	6%	4.00%	0.00%	4.00%	7.00%	0.00%	7.00%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES):**23. Names of holding/ subsidiary/ associate companies/ joint ventures**

Sr. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	*Valens Technologies Private Limited	Subsidiary	100%	No
2	AEI Power Cables Limited	Subsidiary	100%	
3	Paramount Holdings Limited	Subsidiary	100%	
4	06196375 Cables Limited (Formerly AEI Cables Limited)	Subsidiary	100%	

*Valens Technologies Private Limited Ceased to be a Wholly Owned Subsidiary of the Company with the effect from 6th November, 2025

VI. CSR Details:

24.	(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
	(ii)	Turnover (in Crores Rs.)	1912.16
	(iii)	Net Worth (in Crores Rs.)	778.07

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Communities	Yes pcl@paramountcables.com	-	-	-	-	-	-
Investors (other than shareholders)	Yes Investors@paramountcables.com	-	-	-	-	-	-
Shareholders		2	0	-	1	0	-
Employees and workers	Yes grievances@paramountcables.com	-	-	-	-	-	-
Customers	Yes Customercare@paramountcables.com	35	0	-	13	0	-
Value Chain Partners	Yes salespartners@paramountcables.com	-	-	-	-	-	-
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

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

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

Sr. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk & Opportunity	The Company recognises energy management as a strategic level for enhancing operational efficiency and reducing environmental impact through energy optimisation, cleaner technologies and energy-efficient systems. Conversely, inadequate energy management may increase operating costs, reliance on conventional energy sources and greenhouse gas emissions, potentially affecting business resilience and reputation.	Enhance energy efficiency through technology upgrades, energy conservation initiatives and progressive integration of renewable energy into the Company's energy mix	Positive: Improved energy efficiency can reduce costs, enhance profitability and strengthen the Company's sustainability profile. Negative: Inefficient energy management may increase operating costs and adversely impact environmental performance and stakeholder confidence.

Sr. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Product Stewardship	Opportunity	Product stewardship across the product life cycle presents an opportunity to minimise environmental impacts, promote sustainable product design and ensure compliance with applicable standards, thereby strengthening customer confidence and market competitiveness.	Not Applicable	Positive: Effective product stewardship supports process efficiency, sustainable innovation, reduced environmental impact and enhanced brand value.
3	Climate Change	Risk & Opportunity	Climate change presents both physical and transition risks, including supply chain disruptions, evolving regulatory requirements and higher compliance costs. At the same time, the transition towards low-carbon operations presents opportunities to improve efficiency and reduce emissions.	Strengthen climate resilience through energy-efficient technologies, renewable energy adoption and integration of sustainability considerations into business operations	Positive: Low-carbon technologies can improve operational efficiency, reduce costs and enhance long-term competitiveness. Negative: Initial investments may impact short-term profitability and cash flows.
4	Material Sourcing & Efficiency	Opportunity	Responsible sourcing provides an opportunity to improve resource efficiency, strengthen sustainable procurement practices and enhance value chain resilience while responding to evolving stakeholder expectations.	Not Applicable	Positive: Sustainable sourcing enhances operational efficiency, strengthens brand reputation and supports long-term value creation.
5	Product Quality & Safety	Risk	Inadequate product quality or non-compliance with safety requirements may result in product recalls, regulatory action, financial liabilities and reputational damage.	Maintain robust quality assurance systems through stringent testing, periodic audits and continuous compliance monitoring	Negative: Quality failures may result in recalls, legal liabilities, financial losses and erosion of customer confidence.
6	Health & Safety	Risk	Occupational health and safety risks arising from manufacturing operations may affect employee well-being, operational continuity and business performance if not effectively managed.	Strengthen workplace safety through regular training, preventive maintenance, robust safety protocols and periodic audits	Negative: Workplace incidents may lead to operational disruptions, financial losses and reputational impact.
7	Diversity & Inclusion	Opportunity	An inclusive and diverse workforce fosters innovation, collaboration, employee engagement and organisational resilience while supporting equal opportunities across the employee lifecycle.	Not Applicable	Positive: Diversity and inclusion contribute to improved productivity, innovation, talent retention and sustainable business performance.

Sr. No	Material issue identified	Indicate whether Risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Human Capital Development	Risk & Opportunity	Investment in human capital strengthens workforce capability, innovation and productivity. Conversely, inadequate employee development may lead to higher attrition, increased recruitment costs and reduced organisational effectiveness.	Promote continuous learning, career development and employee engagement through structured capability-building initiatives and feedback mechanisms	Positive: Skilled employees enhance productivity and long-term growth. Negative: Higher attrition may increase costs and disrupt business continuity.
9	Business Ethics	Opportunity	Strong ethical practices and a culture of integrity enhance stakeholder trust, strengthen corporate reputation, improve customer and investor confidence, and support sustainable business growth. Ethical governance can also create competitive advantages and foster long-term value creation.	Not Applicable	Positive: Strong business ethics can enhance brand value, attract customers and investors, reduce legal and compliance costs, improve employee retention, and create long-term sustainable financial performance.
10	Supply Chain Sustainability	Risk & Opportunity	Sustainable supply chain practices strengthen operational resilience, responsible sourcing and stakeholder confidence. Supply disruptions, ESG non-compliance or resource constraints may adversely impact business continuity.	Undertake ESG-focused supplier due diligence and engage value chain partners to promote responsible sourcing and sustainable practices	Positive: Sustainable supply chains improve resilience, resource efficiency and long-term value creation. Negative: Weak supply chain management may result in delays, higher costs and reputational risks.
11	Cybersecurity & Data Privacy	Risk	Increasing digitalisation exposes the Company to cybersecurity and data privacy risks that may disrupt operations, compromise sensitive information and attract regulatory scrutiny.	Maintain robust cybersecurity controls through preventive technologies, employee awareness programmes and periodic vulnerability assessments	Negative: Cyber incidents may lead to financial losses, regulatory action, business disruption and reputational damage.
12	Transparency	Opportunity	Transparent business practices strengthen stakeholder trust, support regulatory compliance and reinforce ethical conduct across the value chain, contributing to sustainable business growth.	Not Applicable	Positive: Enhanced transparency strengthens stakeholder confidence, corporate credibility and long-term business sustainability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No.	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)	The policies have been duly approved by the Board of Directors and formally signed by the Chairman.								
	c) Web Link of the policies, if available	https://paramountcables.com/investor-relations/policies								
2.	Whether the entity 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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted the following globally recognized certifications: • ISO 9001:2015 – Quality Management System • ISO 14001:2015 – Environmental Management System • ISO 45001:2018 – Occupational Health and Safety Management System BIS Licenses: • IS: 694, IS:1554 Part 1, IS: 7098 Part 1, IS:7098 Part 2, IS: 7098 Part 3 up to 66 KV, IS: 14255, IS: 398 Part 2, IS: 17505 Part 1, IS: 17048 UL Certifications for: • Thermoset Insulated Wires & Cables as per UL 44 • Photovoltaic Wire as per UL 4703 • Service-Entrance Cables as per UL 854 • Metal Clad Cable as per UL 1569 • Thermoplastic-Insulated Wires and Cables as per UL 83 • Fixture Wire as per UL 66 • Electrical Power and Control Tray Cables as per UL 1277								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	During the reporting year, the Company continued to strengthen the integration of Environmental, Social and Governance (ESG) principles across its business operations. Building on the ESG priorities identified in the previous year, the Company further enhanced its ESG framework through strengthened governance mechanisms, improved monitoring processes, and continued implementation of sustainability-focused initiatives. The Company remains committed to embedding responsible business practices into its strategic decision-making and operational processes, while continually enhancing its ESG performance to support sustainable long-term value creation for all stakeholders.								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company has adopted a structured approach to sustainability by identifying key Environmental, Social and Governance (ESG) priorities and establishing internal objectives to facilitate continual monitoring and focused implementation. During the reporting year, the Company further strengthened the integration of ESG considerations across its operations through enhanced governance mechanisms, improved internal processes, and targeted sustainability initiatives. The Company remains committed to embedding responsible business practices into its operations and continually enhancing its ESG performance to support sustainable long-term value creation for all stakeholders.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

At Paramount Communications Limited, we believe that sustainable business practices are fundamental to creating enduring value for our stakeholders. As we navigate an evolving business landscape, Environmental, Social and Governance (ESG) considerations continue to shape our strategic priorities, reinforcing our commitment to responsible growth, operational excellence, and long-term resilience.

The increasing focus on climate action, responsible resource management, and stakeholder expectations presents both opportunities and responsibilities for businesses. We view this evolving landscape as an opportunity to strengthen our governance framework, enhance operational efficiencies, and embed sustainability more deeply into our business processes. Guided by our core values of integrity, accountability, and responsible business conduct, we continue to integrate ESG considerations into our decision-making, recognising that sustainable growth and business success are intrinsically linked.

During the reporting year, we continued to strengthen our ESG framework through enhanced governance mechanisms, improved monitoring processes, and focused sustainability initiatives across our operations. Our efforts remained centered on responsible resource management, product stewardship, employee well-being, ethical business practices, and meaningful stakeholder engagement. While we recognise that sustainability is an evolving journey, we remain committed to continually enhancing our environmental and social performance while maintaining the highest standards of corporate governance.

Looking ahead, we will continue to build on the progress achieved, strengthen our ESG capabilities, and foster a culture of innovation, responsibility, and continuous improvement. Guided by a structured governance framework and a long-term perspective, we remain committed to creating sustainable value for our stakeholders while contributing positively to the environment and the communities in which we operate.

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|----|--|---|--|--|--|--|--|--|--|--|
| 8. | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). | Mr. Sanjay Aggarwal
Chairman & CEO | | | | | | | | |
| 9. | Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/No).
If "Yes", provide details | Yes, the Board of Directors provides oversight of the Company's sustainability agenda and ESG-related matters. The Risk Management Committee of the Board of Directors is responsible for overseeing and guiding decision-making on sustainability-related risks, opportunities, and strategic initiatives. | | | | | | | | |

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ any other Committee									Frequency (Annually/ Half-Yearly/ Quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Yes									Annually				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Yes									Annually				

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
No								

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	The Company conducted familiarisation programmes for the Board of Directors covering the Unpublished Price Sensitive Information (UPSI): Identification, Handling and Compliance and SEBI Regulations, strategic initiatives, workplace safety, occupational health and safety.	100.00%
Key Managerial Personnel	4	Prevention of Sexual Harassment (POSH), Workplace Safety and Occupational Health & Safety Skill Development, Technical Competency Training, Code of Conduct	100.00%
Employees other than BoD and KMPs	80	Prevention of Sexual Harassment (POSH), Workplace Safety and Occupational Health & Safety, Skill Development, Technical Competency Training, Code of Conduct	59.04%
Workers	117	Prevention of Sexual Harassment (POSH), Workplace Safety and Occupational Health & Safety, Skill Development, Technical Competency Training, Code of Conduct	46.59%

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:

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			NA		
Settlement			NA		
Compounding Fee			NA		

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

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

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

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

The Company has established a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy to reinforce its commitment to the highest standards of ethical conduct, integrity, and transparency across its business operations. The Policy sets out clear principles and expectations to promote ethical business practices and foster a fair, transparent, and respectful workplace. It is applicable to all permanent employees, senior management, and workers of the Company, and serves as a guiding framework for ethical decision-making and responsible business conduct. The Policy is available on the Company's website at: <https://paramountcables.com/investor-relations/policies>

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

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

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

Particulars	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No complaints relating to Directors' conflict of interest were received during the reporting period.	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	Nil

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:

During the reporting period, no instances of conflict of interest or corruption requiring intervention by regulatory authorities, law enforcement agencies, or judicial bodies were identified.

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	48	38

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.51 %	2.34%
	b. Number of trading houses where purchases are made from	160	207
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90.11 %	75.25%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	37.51 %	36.76%
	b. Number of dealers / distributors to whom sales are made	327	285
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	82.71%	79.60%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.34%	0.11%
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	16.06%
	d. Investments (Investments in related parties / Total Investments made)	0	100%

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/Principle covered under the training	% of value chain partner covered (by value of business done with such partners) under the awareness programs
Multiple awareness sessions/meetings were organised during the year	Under Principle 4, the Company continued to strengthen stakeholder engagement through structured awareness programmes aimed at disseminating product information, communicating incentive and reward schemes, and obtaining stakeholder feedback. These initiatives are primarily focused on retailers and channel partners to enhance product awareness, encourage active participation, and strengthen stakeholder relationships.	100%

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

b. If “Yes”, provide details of the same:

The Company has adopted a Code of Conduct to address conflicts of interest and promote the highest standards of ethical business conduct. The Code is applicable to the Board of Directors and Senior Management and sets out the principles of integrity, transparency, and accountability that govern business conduct.

The Code provides a framework for identifying, disclosing, and managing actual or potential conflicts of interest. Directors and Senior Management are required to avoid situations that may give rise to conflicts of interest and promptly disclose any such conflicts in accordance with the prescribed procedures, thereby ensuring ethical and transparent decision-making.

The Code of Conduct is available on the Company's website at: <https://paramountcables.com/investor-relations/policies>

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

Essential Indicators

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R & D Capex	While the Company does not currently have a dedicated Research and Development (R&D) function, it continues to advance sustainability-driven initiatives across its operations and product portfolio. Its sustainability approach is centred on reducing its carbon footprint, enhancing water stewardship, conserving biodiversity and ecosystem services, and contributing to community well-being. To support these objectives, the Company has invested in advanced machinery, testing equipment, and energy-efficient generators to enhance operational efficiency, optimise resource utilisation, and reduce energy consumption.		

- Does the entity have procedures in place for sustainable sourcing? (Yes/No):
Yes. The Company has established procedures to ensure that third-party suppliers of materials and services meet its prescribed standards. Suppliers are selected based on responsible business practices, ethical conduct, and operational reliability.
 - If “Yes”, what percentage of inputs were sourced sustainably?
The Company procures metals, steel, and plastics from reputed manufacturers, with a focus on responsible and sustainable sourcing practices.

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

Plastics (including packaging)	The Company has established a robust waste management system to ensure the safe handling and disposal of plastic waste and other waste streams in compliance with applicable environmental regulations. Waste disposal is undertaken through CPCB/SPCB-authorized contractors.
E- Waste	The Company disposes of e-waste through an authorised e-waste recycler/service provider approved by State Pollution Control Board.
Hazardous Waste	Recycling activities are carried out through authorised contractors in compliance with applicable Pollution Control Board regulations.
Other Waste	Other waste streams are managed and disposed of in accordance with the Company's standard operating procedures and applicable regulatory requirements.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No):**

Yes. The Company complies with the applicable Extended Producer Responsibility (EPR) regulations and continues to strengthen its waste collection and management practices in line with the prescribed regulatory framework. Waste is managed through authorised third-party vendors, reflecting the Company's commitment to environmentally responsible waste management and responsible disposal practices.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**

Yes. During FY 2024-25, the Company undertook Life Cycle Assessments (LCAs) for High Tension (HT) and Low Tension (LT) power cables, collectively representing approximately 35% of its total product turnover. The assessments evaluate environmental impacts across the product life cycle, from raw material extraction to end-of-life. As part of its continuing efforts to strengthen the comprehensiveness and transparency of reporting, the Company has included details of these assessments in the FY 2025-26.

- 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:**

No significant social or environmental concerns or risks were identified within the scope of the Life Cycle Assessments conducted for HT and LT power cables during FY 24-25.

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):

Recycled or reused input material to total material	
FY 2025-26	FY 2024-25
NIL	NIL

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL			NIL		
E-waste						
Hazardous waste						
Other waste						

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

NIL

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

Essential Indicators

1. (a) Details of measures for the well-being of Employees:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	330	330	100%	330	100%	0	0%	0	0%	0	0%
Female	26	26	100%	26	100%	0	0%	0	0%	0	0%
Total	356	356	100%	356	100%	0	0%	0	0%	0	0%
Other than Permanent Employees											
Male	35	35	100%	35	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	0	0%	0	0%	0	0%
Total	37	37	100%	37	100%	0	0%	0	0%	0	0%

- (b) Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	46	46	100%	46	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	46	46	100%	46	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	1369	1369	100%	1369	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1369	1369	100%	1369	100%	0	0%	0	0%	0	0%

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.06	0.07

2. Details of retirement benefits (Permanent Employees and Workers), for FY 2025-26 and FY 2024-25:

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	98.03%	100.00%	Yes	98.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	3.00%	2.17 %	Yes	0.00%	0.00%	Yes

3. Accessibility of Workplaces:

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

The Company is committed to fostering an inclusive and accessible workplace in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. To support this commitment, accessibility features, including ramps at key entry points and common areas, have been provided to facilitate barrier-free access and promote an inclusive work environment.

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

The Company is committed to providing equal employment opportunities and prohibits discrimination against persons with disabilities in accordance with the Rights of Persons with Disabilities Act, 2016. Accessibility measures, including ramps and accessible restrooms at its manufacturing facilities and corporate offices, have been implemented to facilitate barrier-free access. The Company remains committed to fostering an inclusive workplace that promotes diversity, dignity, equal opportunity, and fair representation 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	
	FY 2025-26		FY 2025-26	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable, as the Company currently does not provide parental leave benefits.			
Female				
Total				

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

Permanent Workers	Yes. The Company has established a grievance redressal mechanism to facilitate the timely and transparent resolution of employee concerns across all categories of employment. Open communication between employees and management is encouraged through multiple channels, supported by the Company's Code of Conduct, Whistle-blower Policy, and POSH Policy, all of which are available on the Company's website. In addition, the Company has designated a weekly grievance redressal session for HR-related queries and employee concerns and provides a dedicated email ID grievances@paramountcables.com for reporting and resolution of grievances.
Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	356	0	-	303	0	-
Male	330	0	-	281	0	-
Female	26	0	-	22	0	-
Total Permanent Workers	46	0	-	52	0	-
Male	46	0	-	52	0	-
Female	0	0	-	0	0	-

8. (a) Details of training given to employees and workers on “Health and Safety Measures”:

Category	FY 2025-26			FY 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male (includes other than permanent)	365	275	75.34%	295	226	76.61%
Female	28	18	64.29%	22	15	68.18%
Total	393	293	74.55%	317	241	76.03%
Workers						
Male (includes other than permanent)	1415	757	53.50%	1299	663	51.04%
Female	0	0	-	0	0	-
Total	1415	757	53.50%	1299	663	51.04%

(b) Details of training given to employees and workers on “Skill Upgradation”:

Category	FY 2025-26			FY 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male (includes other than permanent)	365	197	53.97%	295	152	51.53%
Female	28	17	60.71%	22	17	77.27%
Total	393	214	54.45%	317	169	53.31%
Workers						
Male (includes other than permanent)	1415	682	48.20%	1299	389	29.95%
Female	0	0	-	0	0	-
Total	1415	682	48.20%	1299	389	29.95%

9. Details of Performance and Career Development reviews of employees and workers:

Category	FY 2025-26			FY 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male (includes other than permanent)	365	360	98.63%	295	267	90.51%
Female	28	28	100.00%	22	18	81.82%
Total	393	388	98.73%	317	285	89.91%
Workers						
Male (includes other than permanent)	1415	718	50.74%	1299	958	73.75%
Female	0	0	-	0	0	-
Total	1415	718	50.74%	1299	958	73.75%

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”, then coverage of the system?	Yes. The Company's Occupational Health and Safety Management System is aligned with the requirements of ISO 45001:2018, reflecting its commitment to providing a safe and healthy workplace. Occupational health and safety remain integral to the Company's operations, with a continued focus on preventing workplace incidents and occupational illnesses. The Company complies with applicable statutory and regulatory requirements and promotes a culture of proactive risk management, employee well-being, and continual improvement.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	The Company conducts periodic internal and external audits to assess compliance with its Occupational Health and Safety (OHS) Management System, aligned with the requirements of ISO 45001:2018. These audits facilitate the identification of workplace hazards and assessment of associated risks across its operations. The Company's Environment, Health and Safety (EHS) framework encompasses regular training, inspections, and implementation of Process Safety Management practices. Risk identification and mitigation are supported through tools such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Standard Operating Procedures (SOPs), Operational Control Procedures, design checklists, and incident investigation processes, ensuring effective management of routine and non-routine operational activities.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes. The Company identifies and assesses employment-related risks through routine and periodic evaluations in accordance with the requirements of ISO 45001:2018. To effectively mitigate workplace hazards and strengthen occupational health and safety performance, the Company has implemented the following measures: • Periodic internal and external audits, including group safety audits, cross-functional safety assessments, management safety inspections, and daily departmental safety observations. • A structured framework to promote open communication, employee participation, and advisory support on occupational health and safety matters. • A robust performance monitoring mechanism to track safety performance, facilitate continuous improvement, and strengthen workplace health and safety practices.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	The Company extends Employees' State Insurance Corporation (ESIC) benefits to all eligible employees in accordance with applicable statutory requirements. In addition, eligible employees are covered under group medical insurance schemes, providing comprehensive healthcare benefits. To further promote employee well-being and preventive healthcare, the Company organises periodic health check-up camps in collaboration with healthcare institutions and non-governmental organisations (NGOs).

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

Safety Incidents/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
Number of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company's Environment, Health and Safety (EHS) Management System is aligned with the requirements of ISO 45001:2018, applicable OSHA guidelines, the Factories Act, and relevant state regulatory requirements. The EHS Policy provides a framework for maintaining a safe and healthy workplace for employees, contractors, subcontractors, and visitors.

The Company undertakes periodic internal and external audits to assess the effectiveness of its occupational health and safety management system and ensure compliance with applicable EHS requirements. Health and safety performance is continuously monitored to identify deviations, strengthen risk controls, and drive continual improvement.

The Company's health and safety monitoring mechanisms include:

- **Visual Communication:** Safety signage and instructional displays are installed across plant locations to promote awareness and reinforce compliance with safety requirements.
- **Proactive Monitoring:** Regular safety patrols, internal audits, workplace and statutory inspections, industrial hygiene assessments, risk assessments, monitoring of OHS objectives, safety committee reviews, and employee feedback mechanisms.
- **Reactive Monitoring:** Monitoring of near-miss incidents, hazard reporting, accident and incident investigations, occupational illnesses and injuries, and classification of reportable and non-reportable incidents.
- **Continual Improvement:** Findings from audits, inspections, risk assessments, incident investigations, and employee feedback are systematically reviewed to strengthen the effectiveness of the Company's EHS management system.

13. Number of Complaints on the following made by employees and workers during safety committee meetings:

Benefits	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the Year (2025- 26):

Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	

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

The Company ensures compliance with applicable national and international health, safety, and environmental standards through a structured audit and monitoring framework. Periodic Health, Safety and Environment (HSE) audits are conducted by internal teams as well as accredited external agencies, covering health and safety, fire safety, and electrical systems. Based on the audit findings, appropriate corrective and preventive actions are implemented to strengthen the Company's safety management framework and drive continual improvement across its operations.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail:

Yes. The Company ensures that all employees, including workers, are covered under Medical Health Insurance, Employees' State Insurance Corporation (ESIC), and Personal Accident Insurance, as applicable. In addition, eligible workers are covered under the Workmen's Compensation Act Policy, in accordance with applicable statutory requirements.

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

The Company ensures timely deduction and remittance of Employees' State Insurance (ESI), Provident Fund (PF), and other applicable statutory dues to the respective authorities in accordance with applicable regulatory requirements.

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:

Benefits	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	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, employees are provided with regular upskilling and skill development opportunities to enhance their long-term employability during their employment with the Company.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL
Working Conditions	

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

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity:

The Company recognizes that effective stakeholder engagement is fundamental to sustainable value creation and long-term business resilience. It remains committed to understanding stakeholder expectations, fostering collaborative relationships, mitigating emerging risks, and strengthening stakeholder trust through transparent and responsible business practices.

The Company's stakeholder identification process is guided by the principles of materiality, inclusivity, and responsiveness. Key stakeholders comprise individuals and entities that are directly or indirectly impacted by the Company's operations, as well as those that influence or contribute to its business. By fostering meaningful engagement and building relationships based on mutual trust and shared objectives, the Company seeks to create sustainable and inclusive long-term value for all its stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Employees (On roll and Contractual Workforce)	No	- Email - Management Meeting - Feedback and survey. - Newsletters - Notice Board - Website - SMS	As and when necessary	The Company's workforce is integral to its operational excellence and long-term success, contributing across design, manufacturing, testing, sales, and other core business functions. The Company recognizes that employee engagement, capability development, and well-being are essential to achieving its strategic objectives and sustaining business growth. Key areas of engagement include: - Training and capability development - Employee recognition and reward - Top-down communication on key organizational developments and strategic initiatives - Dissemination of policies and updates relating to the Company's business performance and growth plans
2 Channel partners, distributors, retailers and influencer	No	- After Sale Services - Survey and Feedback Session - Advertisement - Newspaper - Deales/ Retailers/business Associates get together - Pamphlets	Engagement sessions conducted periodically	Key Areas of Interest: - Providing information regarding products - pricing and quality - Incentive Programme - Technical Seminar
3 End consumers	No	- Engagement through website, Email, SMS - Social media - Sales Promotions and brand Campaigns. - Meetings	Weekly/monthly and Yearly communication as per requirement	Key Areas of Interest: - Order and Payment for Products & Services - Product Availability and Pricing - Product Quality and Customer Feedback - Market Surveys/Research on Product Trends and New Product Development

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
4 Government agencies, regulatory bodies and local authority	No	- Disclosure and Filings for compliance reporting. - Meeting authorities for permission/ approvals.	Audit conducted quarterly/ annually/ periodically and on a need basis.	Government and regulatory authorities play a critical role in providing the regulatory framework necessary for the Company's business operations. The Company remains committed to maintaining constructive engagement with regulatory bodies through timely compliance with applicable laws and regulations. Key areas of engagement include: - Regulatory compliance - Timely payment of applicable taxes and statutory dues - Policy advocacy and regulatory engagement
5 Communities and Environment	Yes	- CSR initiatives	Community events and functions are conducted regularly.	Key area of engagement: Development and implementation of CSR initiatives aligned with the needs and priorities of the communities served.
6 Vendor	No	- Email - SMS - Written Communication - Meeting	As and when required	Procurement of Services and Raw Materials.

Leadership Indicators

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

The Company's sustainability journey is underpinned by a robust governance framework founded on the principles of transparency, integrity, and ethical business conduct. Oversight of the Company's sustainability strategy, including its Climate Action Plan, is provided by the Board of Directors and its designated Board Committees. The CSR & ESG Committee and the Risk Management Committee oversee ESG-related matters, including climate-related risks and opportunities, and facilitate the integration of sustainability considerations into strategic decision-making. Through this governance framework, the Company remains committed to advancing responsible and sustainable growth while creating long-term value for its stakeholders.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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. The Company engages regularly with its stakeholders to understand their expectations, identify material issues, and address them through appropriate actions.

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

NIL

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	356	169	47.47%	303	155	51.16%
Other than permanent	37	17	45.95%	14	6	42.86%
Total	393	186	47.33%	317	161	50.79%
Workers						
Permanent	46	29	63.04%	52	37	71.15%
Other than permanent	1369	564	41.20%	1,247	508	40.74%
Total	1415	593	41.91%	1,299	545	41.96%

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	330	0	-	330	100%	281	0	-	281	100%
Female	26	0	-	26	100%	22	0	-	22	100%
Total	356	0	-	356	100%	303	0	-	303	100%
Other than Permanent										
Male	35	0	-	35	100%	14	0	-	14	100%
Female	2	0	-	2	100%	0	0	-	0	100%
Total	37	0	-	37	100%	14	0	-	14	100%
Workers										
Permanent										
Male	46	0	-	46	100%	52	0	-	52	100%
Female	0	0	-	0	-	0	0	-	0	100%
Total	46	0	-	46	100%	52	0	-	52	100%
Other than Permanent										
Male	1369	0	-	1369	100%	1247	250	20.05%	997	79.95%
Female	0	0	-	0	-	0	0	-	0	0
Total	1369	0	-	1369	100%	1247	250	20.05%	997	79.95%

3 (a) Details of remuneration/ salary/ wages, in the following format:

(Figures in Crores)

Particulars	Male		Female	
	Number	Median salary/ wage of respective category (Annual)	Number	Median salary/ wage of respective category (Annual)
Board of Directors (Executive Director)	2	1.88		
Board of Directors (Non-Executive Director / Independent Director)	6	0.08		
Key Managerial Personnel	2	0.38		
Employees other than BoD and KMP	326	0.07	26	0.06
Workers	46	0.04		

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.29%	2.35%

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

Yes, The Chief Human Resources Officer (CHRO) is responsible for addressing human rights-related concerns arising from the Company's operations. In accordance with the Prevention of Sexual Harassment (POSH) Act and the Company's POSH Policy, an Internal Committee has been constituted to ensure the timely and impartial redressal of complaints relating to workplace sexual harassment. The Company also conducts regular awareness and training programmes to educate employees on their rights, the grievance redressal mechanism, and the procedures for reporting concerns, thereby fostering a workplace culture founded on respect, inclusivity, accountability, and ethical conduct.

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

The Chief Human Resources Officer (CHRO) is responsible for overseeing human rights-related concerns arising from the Company's operations. In accordance with the Company's POSH Policy, the Internal Committee is responsible for the timely and impartial redressal of complaints relating to workplace sexual harassment. The Company also conducts periodic awareness and training programmes to educate employees on their rights and the available grievance redressal mechanisms, thereby promoting a culture of respect, inclusivity, accountability, and ethical conduct.

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

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

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

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

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

The Company has constituted an Internal Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to ensure the timely and impartial redressal of complaints relating to workplace sexual harassment. A dedicated POSH Policy provides the framework for maintaining a workplace free from discrimination, bias, and harassment. The Internal Committee is responsible for receiving, investigating, and resolving complaints in accordance with the prescribed procedures. The Company also conducts periodic awareness and training programmes to promote understanding of the Policy and foster a safe, respectful, and inclusive workplace.

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

Yes. ESG-related requirements form an integral part of the contractual terms and conditions applicable to suppliers and service providers.

10. Assessment for the FY 2025-26:

Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NIL

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

NIL

Leadership Indicators

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

NIL

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

NIL

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 has implemented accessibility measures to provide a barrier-free workplace for persons with disabilities. As part of its commitment to diversity and inclusion, ramps have been installed at key entry points and common areas to facilitate accessibility.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
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.

NIL

Principle 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Particulars	FY 2025-26 (in GJ)	FY 2024-25 (in GJ)
From renewable sources		
Total Electricity Consumption (A)	-	-
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	65,630.59	66,250.04
Total fuel consumption (E)	21,428.08*	8751.35
Energy consumption through other sources (F)	0.00*	11,898.50
Total energy consumed from non-renewable sources (D+E+F)	87,058.67	86,899.89
Total energy consumed (A+B+C+D+E+F)	87,058.67	86,899.89
Energy intensity per rupee of turnover (GJ/INR Crore) (Total energy consumption/ Revenue from operations)	45.53	55.82
Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)[#] (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ Million USD)	92.61	114.05
Energy intensity in terms of physical output (Total energy consumed / Total Wire Produced in Km) (GJ/ Total Wire Produced in Km)	0.92	0.87

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/No). If “Yes”, name the external Agency –

* During the year, Paramount optimized the classification of non-renewable energy data, with fuel consumption being fully captured under fuel-related energy consumption.

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? (Yes/No) 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:

Particulars	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	8,994	10,289
(iii) Third party water (tanker)	-	-
(iv) Seawater / desalinated water	-	-
(v) Water from municipal corporation	313.97	100
(vi) Others	24	135.90
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9331.97	10524.90
Total volume of water consumption (in kilolitres)	9331.97	10524.90
Water intensity per rupee of turnover (Total water consumption / Revenue from operations in Cr.)	4.88	6.76
Water intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)[#] (Total water consumption / Revenue from operations adjusted for PPP) (KL/ USD Million)	9.93	13.81
Water intensity in terms of physical output (Total water consumption in KL / Total Wire Produced in Km)	0.10	0.11
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency -

No Independent Assessment/Evaluation/Assurance has been carried out by an External Agency.

4. Provide the following details related to water discharged:

Particulars	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment	-	-
Total water discharged (in kilolitres)	0*	0*

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 –

* During the reporting year, Paramount enhanced its water discharge data capture and reporting methodology. Accordingly, water discharge figures for FY 2025-26 and FY 2024-25 have been revised/aligned to reflect the updated approach.

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation

Yes, the Company follows a Zero Liquid Discharge (ZLD) system in accordance with applicable regulatory requirements, supporting responsible water management and environmental stewardship across its operations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Tonnes	0.00132*	212.55
SOx	NA	-	-
Particulate Matter (PM)	Tonnes	0.00027*	42.65
Persistent organic pollutants (POP)	NA	0.00	0.00
Volatile organic compounds (VOC)	NA	0.00	0.00
Hazardous air pollutants (HAP)	NA	0.00	0.00
Others — please specify (ODS)	NA	0.00	0.00

*During FY 2025-26, the Company enhanced its air emissions quantification and reporting methodology and commenced reporting emissions in tonnes. Consequently, air emissions data for FY 2025-26 is not directly comparable with the corresponding figures disclosed in previous year as they were reported in a different unit.

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency?

(Y/N) If yes, name of the external agency – Not applicable.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,351.81	1,332.52
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,943.81	13,378.90
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Metric tonnes of CO ₂ equivalent / INR crore	7.48	9.45
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)	MTCO ₂ e/Million USD	15.21	19.31
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / Total Wire Produced in Km)	MTCO ₂ e/Km of Wire Produced	0.15	0.15
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	0.00	0.00

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 -

8. Does the entity have any project related to reducing Greenhouse Gas Emissions? If “Yes”, then provide details:

While the Company has not undertaken any specific projects to reduce these emissions during the reporting period, it recognises the importance of climate action and will continue to evaluate opportunities to implement targeted emission reduction initiatives.

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

Particulars	FY 2025-26	FY 2024-25
Total Waste Generated (in metric tons)		
Plastic Waste (A)	0	0.00
E-Waste (B)	1.17*	520.00
Bio-medical Waste (C)	NA	NA
Construction and Demolition Waste (D)	0	0.00
Battery Waste (E)	0	0.00
Radioactive Waste (F)	NA	NA
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	4.21*	3410.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0.00
Total Waste Generated (A+B+C+D+E+F+G+H)	5.38*	3930.00
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0028*	2.52
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.006*	5.15
Waste intensity in terms of physical output MT/ Total Wire Produced in Km wire	0.00006*	0.039
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste	FY 2025-26	FY 2024-25
(i) Recycled (PVC Scrap)	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

*During FY 2025-26, the Company enhanced its waste data measurement and reporting methodology and commenced reporting waste quantities in metric tonnes (MT) instead of kilograms (kg), as reported in FY 2024-25. Consequently, the waste data disclosed for FY 2025-26 is not directly comparable with the previous year's figures.

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency

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:

The Company is committed to minimising waste generation across the product life cycle through responsible waste management practices. Established systems for waste segregation, collection, and disposal support operational efficiency and environmental stewardship. The Company adopts environmentally responsible disposal practices and engages authorised agencies for the treatment and disposal of waste in compliance with applicable regulatory requirements.

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: NA
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: NA
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances: Yes, the Company complies with applicable environmental laws, regulations and consent conditions. No material non-compliance was identified during the reporting period.

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: NA
- (ii) Nature of operations: NA
- (iii) Water withdrawal, consumption and discharge in the following format: NA

Particulars	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity(optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No Independent Assessment/ Evaluation/Assurance has been carried out by an External Agency

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

Parameter	Please specify 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	The Company did not assess Scope 3 GHG emissions during the reporting period.	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent / Rs. crore		
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity			

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

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

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: NA

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

The Company has embedded Business Continuity Management (BCM) into its strategic and operational framework to ensure the continuity of critical business functions during disruptions. The BCM framework enables the identification, assessment, and mitigation of operational risks and vulnerabilities, while establishing structured response and recovery mechanisms. It is designed to safeguard stakeholder interests, minimise business disruptions, and strengthen organisational resilience across the Company's operations.

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 - NIL

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

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

- By the listed entity: NIL
- 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: 7

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

Sr. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	PHD Chamber of Commerce and Industry	National
2	Telecom Equipment & Services Export Promotion Council (TEPC)	National
3	Telecom Equipment Manufacturing Association of India (TEMA & CMAI)	National
4	Indian Electrical & Electronic Manufacturing Association (IEEMA)	National
5	Federation of India Export Organisation (FIEO)	National
6	EEPC India	National
7	CII (Confederation of Indian Industry)	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 - Not Applicable.

Leadership Indicators

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

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:

Not Applicable

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

Not applicable

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

The Company collaborated with non-governmental organisations (NGOs), trusts, and other implementing agencies to undertake CSR initiatives across healthcare, education, infrastructure, women's empowerment, environmental sustainability, skill development, disaster relief, sanitation, and other community development programmes. Stakeholders and community members may share feedback or raise concerns relating to CSR initiatives through the designated email ID: pcl@paramountcables.com

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	4.96 %	4.68%
Directly from within India	95.04 %	94.90%

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	46.63%	49.05%
Semi-urban	27.70%	22.53%
Urban	-	0.00%
Metropolitan	25.67%	33.42%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	

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

S. No.	State	Aspirational District	Amount spent (In INR)
		NA	

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

No. The Company does not have a preferential procurement policy for suppliers from marginalised or vulnerable groups. Procurement decisions are guided by the principles of fairness, transparency, and equal opportunity, ensuring equitable consideration for all eligible suppliers.

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

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

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:** NA
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
	NA	

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

Sl. No	Name of the Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Programs in field education, Health Care, Animal Care, Women Empowerment, Children	50	100%
2	Health Care	20	100%
3	Community Centre -Renovation	1000	100%
4	Community Centre -Renovation	1000	100%
5	Community Welfare	9000	100%
6	C TVS Operation Theatre in Heart Centre	50+	100%
7	Women Empowerment, Health, Nutrition and Education	100	100%

Principle 9: Business 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.**

The Company has established a structured customer grievance redressal mechanism to effectively address customer queries, feedback, and complaints received through multiple channels. Customer concerns are managed through a centralized response system to ensure timely resolution. Customers may reach the Company through the following channels:

- Helpline: 011-45618800
- Email: Investors@paramountcables.com
- Online Service Request: <https://paramountcables.com/>

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

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

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

Complaint Type	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
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Quality of Products	35	0	All Complaints were resolved on time	13	0	All Complaints were resolved on time
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	NA	NA	NA

4. **Details of instances of product recalls on account of safety issues:** Nil
5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No). If available, provide a web-link of the policy:**
 Yes. The Company has established an Information Technology Security Policy, along with Risk Management and Vigil Mechanism Policies, to facilitate the early identification, assessment, and mitigation of potential risks, thereby strengthening information security and operational resilience.
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:**
 Not Applicable.
7. **Provide the following information relating to data breaches:**
 - a. Number of instances of data breaches: Nil
 - b. Percentage of data breaches involving personally identifiable information of customers: Nil
 - c. Impact, if any, of the data breaches: Nil

Leadership Indicators

1. **Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible):**
 Information relating to the Company's products and services is available on its official website (<https://paramountcables.com/>). The Company has also developed the Paramount Parivar mobile application for Android to facilitate seamless engagement with key stakeholders, including electricians, retailers, distributors, and consumers, thereby strengthening both business-to-business (B2B) and business-to-consumer (B2C) interactions.
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:**
 Product labels provide detailed technical specifications, usage instructions, and other information in compliance with applicable regulatory requirements. The Company also conducts periodic training programmes and awareness sessions for dealers, distributors, and customers to enhance product knowledge and facilitate informed product usage.
3. **Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.**
 Customers are informed of any potential service disruptions or discontinuation of essential services through appropriate communication channels, including the Company's official website, to ensure timely and transparent communication.
4. **a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If "Yes", provide details in brief:**
 Yes. The Company ensures that product labels provide all information required under applicable laws and regulations. Product labelling includes details relating to safe handling, usage, and storage, thereby supporting informed product use and end-user safety. The Company's products also comply with applicable regulatory requirements, including Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), reflecting its commitment to regulatory compliance and responsible product stewardship.
- b. Did your entity carry out any survey with regard to customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No):**
 Yes. The Company obtains customer feedback at regular intervals through its established customer engagement mechanisms.