25th August, 2026

The Manager,
Listing Department,
National Stock Exchange of India Ltd,
Exchange Plaza,
Plot No. – C – 1, G Block,
Bandra – Kurla Complex,
Bandra (East),
Mumbai – 400051

NSE Code – PCBL

The General Manager,
Department of Corporate Services,
BSE Ltd.,
1st Floor, New Trading Ring,
Rotunda Building,
P.J. Towers,
Dalal Street, Fort,
Mumbai – 400001

BSE Code (Equity) – 506590

BSE Code (Debt) – 975353

Dear Sir,

Sub:- Business Responsibility and Sustainability Reporting FY 2025-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2025-26 along with Assurance Report on the BRSR Core Indicators, provided by M/s Forvis Mazars, which also forms part of the Integrated Report for Financial Year 2025-26.

We request you to take the afore-mentioned information in record and oblige.

Yours faithfully,
For **PCBL CHEMICAL LIMITED**

KAUSHIK MUKHERJEE
Digitally signed by KAUSHIK MUKHERJEE
Date: 2026.08.25 19:12:03 +05'30'

K. Mukherjee
Company Secretary and Chief Legal Officer

Enclo: As above

Annexure 'F' to the Board's Report

Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations

The Directors present the Business Responsibility and Sustainability Report of the Company for the financial year ended on 31 March, 2026.

SECTION A → GENERAL DISCLOSURES

I. Details of the Company:

1	Corporate Identity Number (CIN) of the Listed Company	L23109WB1960PLC024602
2	Name of the Listed Company	PCBL CHEMICAL LIMITED
3	Year of incorporation	31 March, 1960
4	Registered office address	31, N. S. Road, Kolkata-700001
5	Corporate office address	RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata-700027
6	E-mail	pcbl.investor@rpsg.in
7	Telephone	033-40870500/0600
8	Website	www.pcblltd.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE-506590 NSE-PCBL
11	Paid-up Capital	₹ 39,34,62,604/-
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. Kaushik Mukherjee Company Secretary and Chief Legal Officer Email: - kaushik.mukherjee@rpsg.in Telephone: 033-40870500/0600
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the Company) or on a consolidated basis (i.e. for the Company and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are on a Standalone Basis.
14	Name of assurance provider	M/S Forvis Mazars
15	Type of assurance obtained	Reasonable Assurance

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the Company
Manufacturing	Manufacturing and sale of Carbon Black and Specialty chemicals	96.37%

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

Product/Service	NIC Code	% of total Turnover contributed
Carbon Black and Specialty Chemicals	1920	96.37%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	5	9
International	0	7	7

19. Markets served by the Company:

a. Number of locations

Locations	Number
National (No. of States)	24
International (No. of Countries)	50+

b) Contribution of exports as a percentage of the total turnover of the entity:-

Revenue from Operations – ₹ 5,576.05 Crores

Contribution of exports as a percentage of the total turnover of the entity – 33.98%

c. A brief on types of customers

PCBL has built enduring partnerships with leading manufacturers of tyres, technical rubber goods, and producers of paints, inks, coatings, plastics, and fibre products in India and across global markets. Through these strategic relationships, we not only deliver customised solutions but also collaborate closely with our customers to co-develop innovative products tailored to their evolving needs.

Customer centricity lies at the heart of our business culture. By continuously engaging with our customers and understanding their expectations, we have been able to drive growth and success year after year. Our commitment to excellence is reflected in our ability to consistently deliver value, enhance product performance, and ensure complete satisfaction.

Our diverse product portfolio includes: Carbon black for tyre manufacturing, Performance chemicals for technical rubber goods, Specialty chemicals for paints, inks, coatings, plastics, and fibre products

By staying aligned with customer expectations and relentlessly improving our offerings, PCBL continues to strengthen its reputation as a trusted partner in delivering world-class solutions.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	1107	1027	92.8%	80	7.2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**1107**	**1027**	**92.8%**	**80**	**7.2%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Workers					
4.	Permanent (F)	243	243	100	0	0
5.	Other than Permanent (G)	699	683	98	16	2
6.	**Total workers (F + G)**	**942**	**926**	**98**	**16**	**2**

Note : Definition of employee clustering is as under:

- Permanent employees include white collar employees.
- Other than permanent employees include temporary.
- Permanent workers include technicians, associates and staff.

- Other than permanent workers include contractual workers and labours, temporary fixed term contractual workers, third party employees.

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled employees					
1.	Permanent (D)	3	1	33.3%	2	66.7%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	**3**	**1**	**33.3%**	**2**	**66.7%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled workers					
4.	Permanent (F)	NIL				
5.	Other than permanent (G)					
6.	**Total differently abled workers (F + G)**					

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	3	27
Key Management Personnel (KMP)*	2	0	0

Mrs. Rusha Mitra (DIN: 08402204), non -executive independent woman director completed her first term on 7 April, 2026. Ms. Sneh Lata (DIN: 11628402) was appointed as an Additional and Non Executive & Independent Woman Director of the Company w.e.f 26 March, 2026 for a 1st term of 5 consecutive years, subject to approval of the shareholders of the Company.

* KMP other than Managing Director

22. Turnover rate for permanent employees and workers

		FY 2025-26 (Turnover rate in current FY)	FY 2024-25 (Turnover rate in previous FY)	FY 2023-24 (Turnover rate in the year prior to the previous FY)
Permanent Employees	Male	15	15	18
	Female	9	21	15
	Total	15	20	17
Permanent Workers	Male	6	8	5
	Female	0	0	0
	Total	6	8	5

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

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

S. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed Company	Does the Company indicated at column A, participate in the Business Responsibility initiatives of the listed Company? (Yes/No)
1.	PCBL(TN) Limited	Wholly Owned Subsidiary	100	No
2.	PCBL Chemical Europe SRL	Wholly Owned Subsidiary	100	No
3.	Phillips Carbon Black Cyprus Holdings Limited	Wholly Owned Subsidiary	100	No
4.	Aquapharm Chemical Limited(formerly known as Advaya Chemical Industries Limited)	Subsidiary	80	No
5.	Nanovace Technologies Limited	Subsidiary	51	No
6.	Phillips Carbon Black Vietnam Joint Stock Company	Subsidiary Company of Phillips Carbon Black Cyprus Holdings Limited	80	No
7.	Aquapharm Europe B.V	Step-down subsidiary of ACL	100	No
8.	Unique Solutions for Chemical Industries Company (USCIC)	Step-down subsidiary of ACL	95	No
9.	Aquapharm Chemicals LLC (AC LLC)	Step-down subsidiary of ACL	100	No
10.	USCI LLC	Step-down subsidiary of AC LLC	95	No
11.	Aquapharm PChem LLC	Step-down subsidiary of AC LLC	100	No
12.	Aquapharm Specialty Chemicals LLC	Step-down subsidiary of AC LLC	100	No
13.	Enersil Pty Limited	Step-down subsidiary of NTL	51	No
14.	PCBL Chemical USA Inc.*	Wholly Owned Subsidiary	100	No
15.	Nanovace Inc., USA#	Step-down subsidiary of NTL	51	No

Note :

*PCBL Chemical Limited has incorporated a wholly owned subsidiary PCBL Chemical USA Inc under the laws of the State of Delaware, United States of America on 23 July, 2025.

#Nanovace Technologies Limited (hereinafter referred to as the 'Company'), a subsidiary of PCBL Chemical Limited, has incorporated its wholly owned U.S. subsidiary, Nanovace Inc. in the state of Delaware on 16 June, 2025.

VI. CSR Details

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

(ii) Turnover (in Rs):– ₹ 5,576.05 **Crores**

(iii) Net worth (in Rs): ₹ 3,692.15 **Crores**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link for grievance redressal policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year*		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Grievances are captured through quarterly meetings with representative of communities	0	0	-	0	0	-
Investors (Other than shareholders)	Yes Through Whistle Blower Mechanism. Link may be accessed at https://www.pcblltd.com/responsibility/policies	0	0	-	0	0	-
Shareholders	Yes through Stakeholders Relationship Committee, SEBI Complaints Redressal System – 'SCORES' as well as the 'SMART ODR' Portal	10	0	All complaints are resolved	9*	0	All complaints are resolved
Employees and workers	Yes Sampark (Quarterly employee engagement programme)	82	0	All complaints are resolved	98**	0	All complaints are resolved
Customers	Yes. (Reported through SAP Portal)***	13	0	All complaints are resolved	21	0	All complaints are resolved

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link for grievance redressal policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year*		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes- Grievances are addressed through dedicated E-mail Id	0	0	-	0	0	-

*Reported Shareholder Complaints were relating to non-receipt of unclaimed dividend, reclaim and procedure for claiming the securities from IEPF Account, IEPF Entitlement letter, correction/change in name and dematerialisation of securities, procedure for settlement of claim from unclaimed suspense accounts and non-receipt of Entitlement letter.

**Reported employee complaints are mostly related to administrative concerns.

***Reported customer complaints are related to product processing and application

26. Overview of the Company'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:

Opportunity Risk

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
1.	GHG emissions and energy management	Opportunity	Effective management of GHG emissions and energy presents an opportunity to improve energy efficiency, reduce carbon emissions, optimize operating costs, increase the use of cleaner and renewable energy sources, and reduce exposure to energy price volatility. It also enhances regulatory preparedness, strengthens climate resilience, and reinforces the Company's long-term competitiveness and stakeholder confidence.	Monitor and report Scope 1, Scope 2, and all material Scope 3 GHG emissions to identify emission reduction opportunities, enhance transparency, and track climate performance. Implement short- and long-term energy efficiency initiatives, including the use of heat exchangers across downstream processes, to optimize energy consumption and reduce fossil fuel use. At PCBL, we utilize tail gas generated during the carbon black production process to generate electricity, improving resource efficiency, producing cleaner energy, and reducing overall GHG emissions by displacing conventional fossil fuel-based power generation. Export surplus electricity to the grid after meeting operational requirements, contributing to avoided GHG emissions and supporting the transition to a low-carbon economy.	Positive – Reduced energy consumption and greenhouse gas emissions lead to lower operating costs, improved resource efficiency, and enhanced long-term value creation.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
				Continuously evaluate opportunities to improve energy performance, adopt cleaner technologies, and reduce exposure to fossil fuel price volatility.	
2.	**Water Management**		Effective water management presents an opportunity to improve water-use efficiency, enhance water recycling and reuse, reduce freshwater withdrawal, and strengthen operational resilience. Sustainable water management practices also support regulatory compliance, reduce environmental impacts, optimize resource costs, and reinforce the Company's commitment to responsible resource stewardship.	Monitor and optimize water consumption across operations to improve water-use efficiency. Enhance water recycling and reuse to reduce freshwater withdrawal. Maintain Zero Liquid Discharge (ZLD) practices across all plants to maximize water recovery and minimize environmental impact. Continuously identify and implement water conservation initiatives to strengthen long-term water stewardship and operational resilience.	Positive – Improved water efficiency reduces water procurement and treatment costs, enhances resource security, and improves operational efficiency.
3.	**Solid Waste Management**		Effective solid waste management provides an opportunity to maximize resource recovery, increase recycling and reuse, reduce landfill disposal, and improve operational efficiency. Responsible waste management also strengthens regulatory compliance, reduces environmental impacts, and supports the Company's circular economy and sustainability objectives.	Monitor and track the generation of different waste streams across operations. Minimize waste generation at source through process optimization and resource-efficient practices. Enhance waste segregation and maximize opportunities for recycling, reuse, and recovery. Ensure environmentally sound handling, treatment, and disposal of waste in compliance with applicable regulations. Increase diversion of waste from landfill through recycling, co-processing, and other recovery initiatives.	Positive – Improved waste management reduces disposal costs, enhances resource efficiency, and creates value through recycling and resource recovery.
4.	**Circularity**		Linear take-make-dispose can increase the pressure on finite resources and increase the amount of waste to landfill. Adoption of circular economy which aims to move economic and production process from linear to more circular and regenerative processes and thereby contributing to sustainable development and reducing the pressure on finite resources.	Promote resource efficiency through waste reduction, recycling, reuse, recovered feedstock utilization, heat recovery initiatives, water recycling, and responsible waste management practices.	Positive – Circularity initiatives reduce material costs, improve resource efficiency, and create long-term value through reuse and recycling.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
5.	**Product Stewardship**	O	Inadequate management of product life cycles including raw material sourcing, manufacturing, use, and disposal, can result in environmental pollution and regulatory noncompliance. Failure to assess and mitigate potential health and safety risks associated with products can lead to harm to users and consumers. Increasing public awareness and regulatory scrutiny on product safety and sustainability intensify these risks.	Initiative for Life cycle assessment of the product and taking action to reduce the impact of its product on the environment. - Adherence to applicable national and international regulations (e.g., REACH, ROHS), emphasising continuously on updating domain knowledge through R&D, analysing and highlighting implications and staying ahead of the compliance curve.	Positive – Effective product stewardship strengthens customer confidence, improves market access, and reduces product lifecycle and compliance costs.
6.	**Health and Safety**	R	Health and safety pose significant risks for PCBL. Failure to ensure a safe working environment can lead to accidents, injuries, and potential harm to employees ultimately leading to disruption in operations. Non-compliance with health and safety regulations can lead to legal penalties, reputational damage, and workforce dissatisfaction.	- Emphasis on Hazard Identification and Risk Assessment, HAZOP (Hazard and Operability Study), and JSA (Job Safety Analysis), incident investigation and training - Occupational health and safety management programme across all plants. - Plants certified with ISO 45001:2018 standard. - Established Safety Committee across all plants, which consists of Unit Head (Chairperson), Safety Head (Secretary), all department heads and contract worker representatives representing each contractor. - Strict adherence to SOPs for following the highest level of health and hygiene.	Negative – Poor health and safety performance may result in workplace incidents, regulatory penalties, compensation claims, operational disruptions, and reputational damage, adversely impacting financial performance.
7.	**Human rights and employee wellbeing**	O	Human rights and employee wellbeing present opportunities for PCBL. By respecting and promoting human rights within its operations and supply chain, PCBL can enhance its reputation, build trust with stakeholders, and attract socially responsible investors.	- Non-acceptance of (Zero tolerance approach towards) human rights violations such as discrimination, forced/ coercive labour, and child labour within and beyond PCBL's boundaries. - Implementation of a well-defined Human Rights Policy, with awareness training provided to the entire workforce. - The Human Rights Policy outlines PCBL's approach and expectations for human rights compliance throughout the value chain. - Adherence to the human rights policy is closely monitored, and a whistleblower process is in place for stakeholders to raise concerns.	Positive – Strong human rights and employee well-being practices improve employee productivity, retention, and organisational performance while reducing workforce-related costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
8.	**Community engagement**		Engaging with local communities through collaborative initiatives, such as employment opportunities, skill development programmes, and community development projects, can foster positive relationships and contribute to sustainable development.	Community engagement and infrastructure development as key concepts - Improving living conditions, focusing on health, poverty eradication, quality education, equal opportunities, biodiversity preservation, sustainable livelihoods, and community infrastructure.	Positive – Strong community engagement enhances stakeholder trust, strengthens the social licence to operate, and supports long-term business continuity.
9.	**Leadership and Governance**		Strong leadership and effective governance practices can enhance transparency, accountability, and ethical conduct within the organisation. This fosters trust among stakeholders, including investors, employees, customers, and the community. Effective governance structures provide clear direction, strategic decision making, and risk management, enabling PCBL to navigate challenges and seize opportunities. By promoting diversity in leadership and embracing innovative ideas, PCBL can drive organisational growth and resilience. Furthermore, a robust governance framework can attract socially responsible investors and enhance the Company's reputation, positioning PCBL as a responsible and trusted business entity in the market.	Appointment of a Lead Independent Director to ensure a strong governance structure. - Highly experienced and active Board of Directors committed to upholding the highest level of corporate governance. - Individuals from diverse backgrounds with expertise, in the BoD providing valuable guidance to senior management. - Composition of the Board includes executive directors, non-executive directors, and non-executive independent non-executive directors. - Six board committees constituted to review and address specific concerns and impact areas, playing a crucial role in the organisation. - These committees contribute to effective decision-making and oversight in areas such as audit, sustainability and risk management, corporate social responsibility, evaluate the performance of the Board of Directors, look into various aspects of shareholders' complainants and review the performance of the Board as a whole.	Positive – Robust governance strengthens stakeholder confidence, improves operational efficiency, and supports sustainable long-term business growth.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
10.	**Sustainable Procurement**		Sustainability performance of our organisation can be improved by the sustainability performance of the key suppliers. Sustainable procurement has the potential to ensure significant reduction in the impact of the product bought on the environment.	Sustainable procurement is ensured by sourcing from local suppliers, screening of new suppliers and assessment of existing suppliers through ESG criteria, improving awareness of the suppliers on ESG issues, collaboration with the suppliers to innovate sustainable packaging materials.	Positive – Sustainable procurement enhances supply chain resilience, reduces procurement risks, and improves long-term cost efficiency.

SECTION B → MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your Company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Refer pages 146-147 of the Integrated Report.								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	Please refer to page no. 17 of PCBL Integrated Report FY 2025-26.								
	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016 ISO 14001:2015, ISO 45001:2018, ISO 27001:2022	ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	PCBL is deeply committed to sustainability and responsible business practices across environmental, social, and governance dimensions, while aligning its efforts with the broader sustainability vision of the RPSG Group. On the environmental front, the Company strives to minimize its environmental footprint by reducing resource consumption, improving energy efficiency, lowering greenhouse gas emissions, conserving water, managing waste responsibly, and embedding sustainable practices throughout its operations. In line with the Group's sustainability commitments, PCBL supports the RPSG Group aspiration of achieving carbon neutrality by 2070, planting one million trees by 2040, and achieving zero waste to landfill across all Group companies by 2040. How ever PCBL is Targeting to achieve Carbon Neutrality by 2050. Equally important are PCBL's social commitments, which prioritize the well-being and safety of employees while fostering diversity, inclusion, and respect for human rights. The Company actively supports community development, upholds ethical labour practices, and provides a safe and healthy work environment, thereby contributing to broader social progress. Strong governance underpins all of PCBL's activities. The Company emphasis transparency, accountability, and compliance with applicable laws and regulations. It maintains high standards of integrity, promotes responsible business conduct, and ensures fair treatment of stakeholders. By fostering a culture of ethics and compliance, PCBL continues to strengthen stakeholder trust and reinforce its position as a responsible corporate citizen. For further details, please refer to pages 250-289 of the Integrated Report								
6. Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	PCBL is committed to achieve all the targets taken under each of the ten key material topics identified through "Double Materiality" approach. PCBL's ESG commitments are closely monitored and evaluated by various committees led by the Management and Board of Directors. These committees play a vital role in assessing the effectiveness of each principle and ensuring their implementation throughout the organisation. They regularly review the Company's ESG performance, identify areas for improvement, and develop strategies to enhance sustainability, social responsibility, and corporate governance practices. Through these evaluations, PCBL aims to maintain transparency, accountability and continual improvement in its ESG initiatives. The active involvement of committees helps to drive the Company's commitment to responsible business practices and achieve its long-term ESG goals. However, there is a change from the target due to increased power generation and commissioning activities of our brown field project For further details, please refer to page 60 of the Integrated Report.								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)

We are pleased to present PCBL's Business Responsibility and Sustainability Report for FY 2025–26, a testament to the trust and support of our stakeholders. Our sustainability journey this year has been marked by significant progress, reflecting our commitment to responsible business practices and our participation in the **UN Global Compact** network, which aligns us with its ten guiding principles for a better tomorrow.

In FY 2025–26, we made considerable strides in advancing our **ESG objectives**, with a strong focus on environmental stewardship. We enhanced energy efficiency, reduced emissions, minimised water consumption, embraced circularity, and managed waste responsibly. A comprehensive carbon footprint assessment was conducted across all plants and offices, verified by third-party auditors. Additionally, a climate-related risk assessment aligned with **TCFD recommendations** was undertaken to identify risks and opportunities, leading to actionable mitigation plans.

Building on our **SBTi-aligned targets**, we achieved a 6.3% reduction in absolute GHG emissions (Scope-1, 2 &3) compared to the FY 2024-25 baseline. This achievement was driven by initiatives such as stringent emission control through **Focused Improvement Projects**, process optimisation for energy efficiency, waste reduction, adoption of sustainable feedstock, and transportation optimisation. Organisation-wide awareness and training further reinforced our emissions reduction strategy. We also conducted **Life Cycle Assessments** across product grades to evaluate environmental footprints, underscoring our customer-centric approach and responsible product stewardship.

Our sustainability approach extends across the value chain, where we support partners in mitigating environmental impacts through supplier audits based on QMS and ESG criteria, as well as awareness training to strengthen sustainable practices. These efforts help reduce the footprint of our products and enable customers to decarbonise their businesses.

On the social front, our **CSR strategy** emphasised community engagement and infrastructure development, focusing on good health, poverty eradication, quality education, equal opportunity, biodiversity preservation, sustainable livelihoods, and community infrastructure. We also prioritised employee welfare, recognising our workforce as our most valuable asset. By fostering a safe, hygienic, and stimulating workplace, and addressing both physical and mental well-being, we continued to strengthen employee development and satisfaction.

PCBL takes pride in its unwavering commitment to sustainable development, demonstrated through consistent actions and responsible practices. With a focus on continual improvement, we are confident of setting new benchmarks in sustainability performance and reinforcing our role as a trusted partner in building a sustainable future.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Sustainability and Risk Management Committee, headed by the Managing Director, who is the Chairman of the Committee holds the key responsibility of safeguarding and evaluating the Business Responsibility (BR) performance of the Company. The Corporate Social Responsibility (CSR) Committee, under the purview of the Board of Directors, supervises various aspects related to corporate social responsibility and other relevant matters. This committee develops an Annual Action Plan in accordance with the CSR Rules and the Company's CSR Policy, which is periodically revised. All CSR projects and programs are undertaken, monitored, evaluated, and reported as per the CSR Rules. To ensure a comprehensive assessment of the Company's sustainability objectives, the Board of Directors expanded the scope of the Sustainability and Risk Management Committee (SRM) and subsequently renamed it to reflect its enhanced focus. The SRM Committee is responsible for reviewing the Company's sustainability agenda, including measures that uphold its commitment to sustainability and align its long-term strategy with the creation of shared value. Among its responsibilities, the SRM Committee evaluates the Company's initiatives and strategies related to climate change, water management, and responsible sourcing. It also oversees the implementation of human rights due diligence, promotes diversity, inclusion, and employee health and well-being. Furthermore, the SRM Committee ensures compliance with all policies and regulatory reporting requirements stipulated under the SEBI Listing Regulations.								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? If yes, provide details.	The oversight of sustainability initiatives within your Company has been assigned to the SRM Committee by the Board of Directors. The Committee convenes a minimum of two times annually and consists of four Directors, including one Executive Director and three Non-Executive Independent Directors. Mr. Nilesh Koul assumes the overall responsibility for Business Responsibility (BR) activities. DIN: 10963815 Name: Nilesh Koul Designation: Managing Director, Chairman of the Sustainability and Risk Management Committee and Corporate Social Responsibility Committee Telephone No: 033 – 4087 0500/0600 Email ID – pcbl.investor@rpsg.in								

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	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									Annually								

11. Has the Company carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

An independent third-party assessment of the principles of BRSR was done by M/s. Forvis Mazars.

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 Company does not consider the principles material to its business (Yes/No)	Not Applicable, since all principles are covered by the existing policies of PCBL.								
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company 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 the training and its impact	% age of persons in respective category covered by the awareness Programmes
Board of Directors	4	Ethics, transparency, human rights, ESG, POSH, Digitalisation, Health, Safety, Environment, and Sustainability (HSES) practices. **Impact:** Adherence to Good Governance practices and insights	100%
Key Managerial Personnel	4	Ethics, transparency, human rights, ESG, POSH, Digitalisation, Health, Safety, Environment, and Sustainability (HSES) practices. **Impact:** Adherence to Good Governance practices, behaviour and insights into ESG domain.	100%

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
Employees other than BoD and KMPs	Total number of trainings: **567** Man hours: **81,061**	The organisation implemented a structured training framework comprising 70% technical-based training, 20% safety-based training, and 10% behavioural-based training. This comprehensive approach focused on strengthening functional expertise, reinforcing safety consciousness, and enhancing behavioural competencies **Impact:** Bringing overall improvement in employee performance and contributing to enhanced organisational efficiency	**100%**
Workers	Total number of trainings programmes: **719** Workforce involved: **27337**	Programs related to: i. Human Rights & Child Labour ii. POSH awareness iii. Safety Trainings iv. Quality tools & functional equipment related training **Impact:** Insights and awareness w.r.t productivity, safe and secured working conditions.	**100%**

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

   During FY 2025-26, there were no material fines/penalties/punishments/awards/compounding fees/settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 imposed on the Company or its Directors/KMPs.

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

Not Applicable

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

Code of Business Ethics & Conduct: The Company has laid down two separate Codes of Business Ethics & Conduct:- one for Board Members and Senior Management Personnel (including those deputed in Subsidiaries/Joint Ventures) and another for the employees, in alignment with the Company's vision & mission and aims at enhancing ethical and transparent processes in managing the affairs of the Company and the other employees.

Code of Ethics and Compliance Standards define the desirable and non-desirable acts and conduct for the employees and extend to all employees working with it (including those deputed in Subsidiaries/Joint Ventures). There is a laid down procedure for action in the case of non-compliance with the defined terms as well as for any misconduct.

Whistle Blower Policy: Whistle Blower policy provides a system for disclosures made by employees or complaint of any fraud or suspected fraud involving employees of the Company (all full time, part-time or employees appointed on adhoc/temporary/contract basis) as well as representative of vendors, suppliers, contractors, service providers or any outside agency(ies) doing any type of business with the Company.

The Company has an Anti-Bribery policy and Code of Ethics and Compliance Standard in which anti-corruption has been addressed. These policies can be accessed through the web-link provided: https://www.pcblltd.com/responsibility/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:**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of	Nil	Not applicable	Nil	Not applicable
Conflict of Interest of the Directors				
Conflict of Interest of the KMPs				

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

Not Applicable as no cases of corruption and conflicts of interest were notified in the reporting period.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	91	91

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	8%*	N.A.
	b. Number of trading houses where purchases are made from	1*	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%*	N.A.
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	N.A	0.01%
	b. Number of dealers/distributors to whom sales are made	N.A	4
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	N.A	100%
Share of RPTs in	a. Purchases(Purchases with related parties/Total Purchases)	0.99%	0.85%
	b. Sales (Sales to related parties/Total Sales)	2.26%	2.41%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/Total Investments made)	99.98%	99.98%

*For Trading House, only the major raw material consumption is considered which is contributing to more than 85% of the procurement. This reporting is initiated from this financial year. Going forward data entire procurement will be considered.

Leadership Indicators

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

Total number of awareness held	Topics/principles covered under the training	Percentage of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes
27	All critical suppliers (raw material, packaging, refractory suppliers) were made aware of ESG and QMS requirements in sustainable procurement as envisaged by PCBL and their role in the same during one-on-one meetings.	92.4% of Critical Suppliers

2. Does the Company have processes in place to avoid/manage conflict of interests involving members of the Board? If yes, provide details of the same.

Yes, we have laid down guidelines to manage or avoid conflict of interest involving members of the Board.

These guidelines are incorporated in the organisation's 'Code of Conduct' [CoC] for Board of Directors and Senior Management. All applicable members are expected to dedicate their best efforts and decisions to advance the Company's interests. Any situation that involves or reasonably expected to involve in a conflict of interest shall be promptly reported.

The COC covers the following aspects of Conflict of Interest:

- Corporate Business Opportunity
- Payment or gift from others
- Company property
- Confidential Information

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 Company, respectively.**

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	34%	23.25%	PCBL pioneers innovative carbon black technologies to optimise fuel and energy efficiency. Through sustainable product development, PCBL proactively align with global regulations and champion a robust circular economy. PCBL R&D team is leveraging advanced carbonaceous and non-carbonaceous materials to drive the future of sustainable mobility and energy storage.
Capex	19%	63.09%	

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

Yes, PCBL has a well-defined Sustainable Procurement Policy and Supplier Code of Conduct for sustainable sourcing.

The Company adopts standardised procurement processes which integrates ethical, environmental and social criteria. The Company also engages with its suppliers to sensitise them on sustainability issues which can pose a threat to its business operations and in turn can impact on its business continuity. The 'Supplier Code of Conduct' sets standards aligned with the SDGs Principles, which are expected to be followed by suppliers engaged in business with the Company.

PCBL has partnered with EcoVadis to share the best sustainability practices, and assess sustainability performance of its key suppliers as a part of PCBL's Sustainable Procurement program.

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

92.4%

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.**

Our product, carbon black, serves as a critical input in the manufacturing of tyres, technical rubber goods, plastics, fibres, inks, paints, and coatings. As part of our sustainability efforts, we have initiated collaborations with select manufacturing partners to recover carbon black from end-of-life tyres. In parallel, we are actively exploring future opportunities to enhance circularity, including the reclamation of recovered carbon and the utilisation of tyre pyrolysis oil.

Additionally, we have partnered with customers to implement a circular approach for plastic pallets used in the handling and transportation of our products. These pallets are collected, reclaimed, and returned to the same customers with subsequent consignments. This initiative reduces the reliance on virgin plastic, lowers greenhouse gas emissions, and minimises waste disposal.

We are also procuring recycled plastics for our packaging material.

We are also evaluating opportunities to reuse packaging materials, further strengthening our commitment to resource efficiency and sustainable practices.

4. Whether Extended Producer Responsibility (EPR) is applicable to the Company's activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. Extended Producer Responsibility (EPR) is applicable to the Company's activities for Plastic. The waste collection plan is in line with the EPR plan submitted to Pollution Control Boards and the Company received EPR certification during the reporting year.

The Company has obtained EPR authorisation from the Central Pollution Control Board (CPCB) under Registration No. BO-22-000-12-AABCP5762E-25.

Leadership Indicators

1. Has the Company conducted Life Cycle Perspective/Assessments (LCA) for any of its products?

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 (Y/N)	Results communicated in public domain (Y/N). If yes, please provide the web link
1920	Carbon black	85.5%	Cradle to Gate. It includes the impact associated with raw materials production, upstream transportation, manufacturing process, electricity & steam generation, packaging	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
Carbon Black	No detrimental risk found	N.A.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Raw Material	0.004%	0.004%
Packaging Material	12.8%	9.2%

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)*	58.14MT**	661.79	844.33	63.04 MT**	383.96	753.08
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other Waste	NIL	NIL	NIL	NIL	NIL	NIL

*EPR Target for Plastic for FY25 and FY26 is included for this financial year and last financial year data

** Reused Plastic-taken back from customer

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
Packaging Material	1%*

*Includes the total packaging material reclaimed as a percentage of the total packaging material used for supplying finished products.

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

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,027	1,027	100%	1,027	100%	0	NA	1,027	100%	-	-
Female	80	80	100%	80	100%	80	100%	NA	NA	-	-
Total	**1,107**	**1,107**	**100%**	**1,107**	**100%**	**80**	**100%**	**1,027**	**100%**	**-**	**-**
Other than Permanent employees*											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

*The well-being of other than permanent employees are managed through contractual terms and conditions.

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day 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	243	243	100	243	100	NA	NA	243	100	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**243**	**243**	**100**	**243**	**100**	**-**	**-**	**243**	**100**	**-**	**-**
Other than Permanent workers											
Male	683	683	100	683	100	NA	NA	-	-	-	-
Female	16	16	100	16	100	16	100	-	-	-	-
Total	**699**	**699**	**100**	**699**	**100**	**16**	**100**	**-**	**-**	**-**	**-**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company	5.22%	4.15%

2. Details of retirement benefits, for FY 2025-26 and FY 2024-25:

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employee 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.)
Provident Fund	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
EESI/Similar benefit (Eligible employees as per law)	-	100	Yes	-	100	Yes

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employee 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.)
Others –	Not applicable					

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

In conformance with our Equal Employment Opportunity Policy as well as the employee Code of Conduct, we are an employer providing equal opportunity to all the employees and ensure that the Company fulfils the requirements of the Rights of Persons with Disabilities Act, 2016. All PCBL offices are equipped with necessary infrastructure so as to ensure easy access to persons with disabilities. We have dedicated ramps at the office entrances. Special toilets have been designed for persons with disabilities. Elevators are available in our multi-storey office buildings to ensure that no inconvenience is faced by our physically challenged employees. We take special care in assigning the jobs to them so that their physical limitations do not come in the way of their performance and career aspirations.

4. Does the Company 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, our 'Equal Employment Opportunity Policy' showcases our commitment to equal opportunity. Our unwavering commitment to delivering value while nurturing and promoting diversity across our operation aids in promoting an environment of trust, empathy and mutual respect.

The policy can be accessed at https://pcblltd.com/responsibility/policies

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

All the employees who took parental leave during the reporting year, returned to work and have been retained till present.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	70%	100%	100%
Female	50%*	75%	100%	100%
Total	**98.72%***	**71%**	**100%**	**100%**

*Total 2 People availed and one person is on leave and yet to join

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	Workers can raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues. Grievance/Suggestion box have been placed in conspicuous places to drop their concerns, and it is addressed by plant HR. The Union also brings the issues direct to HR/IR Head for resolution. Quarterly Townhall meetings chaired by Plant Head are conducted to redress issues, if any.
Other than Permanent Workers	Contractual workers can also raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues.
Permanent Employees	'Sampark', a virtual interactive session, is conducted once in a quarter for teams to connect with our MD and senior leadership team in which employee grievances are addressed.
Other than Permanent Employees	NA

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

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	Nil	Nil	Nil	Nil	Nil	Nil
- Male	Nil	Nil	Nil	Nil	Nil	Nil
- Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers	**243**	**243**	**100**	**255**	**255**	**100**
- Male	243	243	100	255	255	100
- Female	0	0	NA	0	0	NA

8. **Details of training given to employees and workers:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1027	1027	100	987	96	999	999	100	943	94.4
Female	80	80	100	69	86	66	66	100	58	87.9
Total	**1107**	**1107**	**100**	**1056**	**95**	**1065**	**1065**	**100**	**1001**	**94.0**
Workers*										
Male	243	243	100	243	100	255	255	100	255	100
Female	0	0	0	0	0	0	0	0	0	0
Total	**243**	**243**	**100**	**243**	**100**	**255**	**255**	**100**	**255**	**100**

*Permanent workers

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

Category	FY 2025-26 (Current Financial year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1027	1027	100	999	999	100
Female	80	80	100	66	66	100
Total	**1107**	**1107**	**100**	**1065**	**1065**	**100**
Workers*						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

*There is no internal review of performance and career development for workers.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the Company? If yes, the coverage such system?

PCBL maintains a robust Occupational Health and Safety Management System across all its manufacturing units, each certified under ISO 45001:2018. This system is a critical component of our commitment to operational excellence and employee well-being.

Our Safety, Health and Environment (SHE) Policy outlines the framework for creating a secure and hazard-free workplace. Under this policy, a structured occupational health and safety programme has been implemented at every plant, emphasising safety awareness for employees, contractors, and vendors. The objective is clear — to achieve zero incidents and injuries.

Daily 'Toolbox Talks' are conducted before the commencement of any task to reinforce safety protocols and build a safety-first culture. Safety signage and caution boards are strategically positioned throughout the plant premises to communicate potential hazards and promote best practices. In addition, all visitors, customers, and business associates must complete a mandatory safety induction through digital training kiosks/Induction video prior to entering the facility.

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

PCBL follows a structured and proactive approach to identifying and mitigating workplace hazards using industry-recognised methodologies such as Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (HAZOP), and Job Safety Analysis (JSA). HIRA is applied to routine operations, while HAZOP and JSA are utilised for new projects and critical activities to systematically evaluate and control risks.

A robust Learning Event (LE) reporting system ensures timely identification, documentation, and resolution of potential hazards. The Permit to Work (PTW) system is rigorously implemented across all facilities for non-routine activities, ensuring that appropriate precautions are taken before and during task execution.

Every new project undergoes a Pre-Start-up Safety Review (PSSR) to confirm compliance with safety requirements prior to commissioning. Regular audits, including targeted flash audits focused on the PTW system, are conducted by trained safety committee members. In addition, ISO 45001:2018-certified internal auditors perform periodic assessments to identify risks and drive timely corrective actions.

Competent Safety, Health, and Environment (SHE) teams at all manufacturing sites oversee the implementation of HIRA, PTW systems, and continuous improvement initiatives, ensuring a strong and effective occupational health and safety management culture across the organisation.

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

Yes, PCBL has implemented the Learning Events (LE) system across all its facilities to promote a proactive safety culture. In the last year, we integrated the reporting system in digital platform to encourage and ease the process of reporting. This platform enables employees to report unsafe conditions, unsafe acts, and near-miss incidents in a structured and timely manner.

The primary objective of the LE system is to identify job-related hazards early and initiate preventive or corrective actions. By addressing risks at the source, PCBL ensures a safer, more responsive workplace for employees and workers across all operations.

We have safety committee with worker representatives at all our manufacturing sites to actively report work related hazards to the management

d. Do the employees/worker of the Company have access to non-occupational medical and healthcare services?

PCBL prioritises the health and well-being of its workforce by providing access to Occupational Health Centres (OHCs) at all plant locations. These centres offer non-occupational medical consultations and primary healthcare services to employees and workers on-site.

To strengthen health safety, the Company offers group medical insurance coverage to all employees. Additionally, Memoranda of Understanding (MoUs) have been signed with nearby hospitals to ensure immediate medical support in case of emergencies.

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

Safety Incident/Number	Category *	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.70
Total recordable work-related injuries*	Employees	4	10
	Workers	23	25
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities) (Lost Time Injuries)	Employees	0	0
	Workers	0	2

* The reported cases includes first aid cases

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

PCBL has constituted Safety Committees at all its manufacturing facilities, comprising the Unit Head as Chairperson, the Safety Head as Secretary, departmental heads, and representatives of contract workers. These committees regularly review safety performance at the plant level and initiate corrective actions with management approval.

Workers actively participate in these committees, providing a platform to voice their concerns and suggestions related to workplace safety. This collaborative approach fosters open dialogue between employees and management, enabling informed decisions on health and safety matters.

Comprehensive training is provided to employees on key occupational safety topics such as working in confined spaces, Firefighting, First aid, work at height, Lock Out Tag Out (LOTO), forklift operations, material handling, behaviour-based safety (BBS), use of personal protective equipment, and general safety awareness. We have launched several online modules on safety for the employees in the last year through our learning platform

Annual medical check-ups are conducted for employees and contract workers, with necessary preventive actions taken based on findings. Each plant is equipped with an Occupational Health Centre (OHC) to provide prompt medical assistance when required.

We have robust risk assessment system to identify the risk for routine and non routine activities.

Regular Internal and external safety inspections are carried out to identify and rectify unsafe conditions and practices. Emergency preparedness is ensured through periodic mock drills and awareness programmes. A cross-functional Daily Management Team discusses safety precautions and permit requirements for the next day's planned jobs. These precautions are documented and shared with relevant personnel to ensure safe execution.

Certified first aid responders are available at every plant to handle incidents requiring immediate medical attention. Additionally, safety audits are conducted at least once every quarter by the Safety Committee to identify deviations and ensure timely implementation of corrective actions.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	44 (Pending Zero)			Nil*		
Health & Safety	4 (Pending Zero)					

*Initiated categorization of grievances on working condition and Health and Safety from FY 2025-26

14. Assessments for the year:

% of your plants and offices that were assessed (by Company or statutory authorities or third parties)	
Health and safety practices	100% (ISO 45001:2018 audit by IR class done)
Working Conditions	100% (WASH audit by IR Class done)

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.

A robust accident investigation system based on the 8D methodology is followed, ensuring thorough, fact-based analysis and identification of root causes. Corrective and preventive actions are implemented through a structured approval process, and key learnings are shared across all units to strengthen organisational safety practices. Based on assessments, both engineering and administrative controls have been enhanced, supported by increased monitoring of critical parameters and strict adherence to safety systems such as the Permit to Work framework.

Key interventions include strengthening or replacing vulnerable structures, re-routing pipelines for safer access, and upgrading access systems by replacing straight and monkey ladders with safer alternatives like A-type ladders and staircases. Additional measures such as washroom floor renovations, anti-slip provisions, and targeted safety training programs and awareness modules have been implemented to address identified risks and continuously improve workplace safety conditions

Leadership Indicators

1. Does the Company extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers?

Yes, the Company has a Term Life Insurance Policy in place covering all its Employees and Workers in the event of their death.

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

PCBL closely tracks and monitors whether statutory dues deducted or collected by its value chain partners have been deposited properly and timely with government and credit of same is flowing to PCBL.

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

4. **Does the Company provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

PCBL currently does not offer any such programs.

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	92.4% of our critical value chain partners (by value of business done with such partners) were assessed by using structured questionnaire which includes ESG parameters along with QMS, EMS and OHSMS. PCBL regulates the practices of its suppliers by encouraging them to adhere to applicable laws & regulations in respective areas of operation. They also have a sustainable procurement policy, human rights policy, and supplier code of conduct to ensure all suppliers are aligned to the Company's principles of fair business practices, compliance to environmental laws and industry standards, and prohibition of any kind of child labour. PCBL encourages them to have their own policies and processes in place, ensuring an ethical and sustainable supply chain. All its suppliers are regularly audited against these parameters to find deviations, if any.
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.**

Not applicable. No significant risks/concerns were observed from assessments of selected suppliers with respect to health and safety practices and working conditions.

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 Company.**

PCBL recognises the role of stakeholder partnerships in company's sustainability as reflected in the vision statement. Key stakeholders, affected most by the Company's business are identified based on their involvement in making strategic decisions, minimising risk, providing resources, running the operations smoothly, helping the organisation to reach its goals and in growing the business. We are committed to engaging openly and authentically with our stakeholders to enhance co-operation and mutual support for a sustainable relationship.

Following steps are followed to identify and prioritise the key stakeholders.

a) Understanding and identifying key stakeholders, both general key stakeholders and project-specific, is essential.

b) Determining their impact on Business (Direct or Indirect)

c) Knowing their needs in relation to the business

d) Prioritisation of stakeholders should be based on an evaluation of their influence on the business, as well as the extent to which they are affected by the business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Y/N)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board Website),	Frequency of engagement (Annually/ Half Yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
-Refer Stakeholder engagement section on page 56 of PCBL Integrated Report FY 2025-26.				

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.

PCBL actively engages with stakeholders to understand their expectations and gather insights for identifying focus areas in environmental, social, and governance (ESG) interventions. The Company incorporates stakeholders' views and suggestions into its business strategies and addresses their concerns to strengthen internal systems. The responsibility for sustainability discussions lies with the board-level CSR Committee and Sustainability and Risk Management Committee. Consultations occur through various functions connecting with different stakeholder groups, and feedback is presented quarterly at Business Review Board meetings attended by the Chairman and leadership team. Decisions are then communicated to stakeholders through relevant functions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. 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 Company.

PCBL maintains regular engagement with a wide range of stakeholders, including investors, shareholders, lenders, suppliers, business partners, the community, employees, and customers. The Company provides essential data and insights to global investors through regular investor presentations, enabling them to make informed decisions. A formal stakeholder engagement process involves direct and detailed consultations with various stakeholder groups to identify critical issues that require immediate attention. Inputs received through stakeholder consultations are presented to the board-level Management Committee to integrate relevant inputs in developing strategies, policies, and goals related to economic, environmental, and social aspects.

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

During the reporting period, no material concerns or grievances were raised by vulnerable or marginalized stakeholder groups. The Company continued to engage with local communities, employees, contract workers, and other stakeholders through regular interactions, CSR initiatives, and established feedback mechanisms. The Company remains committed to maintaining accessible grievance redressal channels and addressing any concerns in a timely, transparent, and responsible manner. Continuous stakeholder engagement helps the Company understand expectations, build trust, and promote inclusive and sustainable growth.

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 Company:**

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1107	1107	100	1065	1065	100
Other than Permanent	-	-	-	-	-	-
Total Employees	**1107**	**1107**	**100**	**1065**	**1065**	**100**
Workers						
Permanent	243	243	100	255	255	100
Other Permanent	699	699	100	742	742	100
Total Workers	**942**	**942**	**100**	**997**	**997**	**100**

2. **Details of minimum wages paid to employees and workers:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1107	Nil		1107	100	1065	Nil		1065	100
Male	1027			1027	100	999			999	100
Female	80			80	100	66			66	100
Other than Permanent	Nil									
Male										
Female										

Workers										
Permanent	243			243	100	255			255	100
Male	243			243	100	255			255	100
Female	0			0	0	0			0	0
Other than Permanent	699	Nil		699	100	742	Nil		742	100
Male	683			683	100	726			726	100
Female	16			16	100	16			16	100

3. Details of remuneration/salary/wages paid:

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)– Total salary	7	19,55,25,000	3	33,95,000
Key Managerial Personnel – Total Salary	3	2,87,74,514	-	-
Employees other than BOD and KMP– median remuneration	1024	1007502	80	1064450
Workers- median remuneration	243	457008	-	-

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	13.7	12.1%

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, Human Resource department headed by Chief HR is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

PCBL is committed to fostering an open, inclusive, and respectful workplace where employees are encouraged to voice their concerns, provide feedback, and participate in continuous improvement initiatives. The Company has established "Sampark", a quarterly virtual interactive platform that enables direct engagement between employees, the Managing Director, and the senior leadership team.

As part of this mechanism, employees are invited to submit suggestions, concerns, and grievances, including those related to workplace practices, employee welfare, and human rights, prior to each session. To promote transparency and encourage open participation, inputs may be shared anonymously, enabling employees to raise concerns without hesitation.

All submissions are reviewed by the leadership team and addressed during the interaction, ensuring that concerns are heard, discussed, and acted upon in a timely and transparent manner. The platform serves as an important channel for two-way communication, strengthening trust between employees and management while creating opportunities for meaningful dialogue on matters affecting the workplace.

Through Sampark, the Company seeks to create a culture of accountability, openness, and mutual respect, where employee feedback contributes to informed decision-making and organizational development. The mechanism also helps identify emerging issues, drive corrective actions where required, and enhance employee experience across the organization.

By providing employees with direct access to senior leadership and a structured forum for grievance redressal, PCBL reinforces its commitment to protecting employee rights, maintaining a positive work environment, and promoting a culture where every individual feels valued, respected, and empowered to speak up.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	Not applicable	1*	NIL	Not applicable
Discrimination at workplace	NIL	NIL		NIL	NIL	
Child Labour	NIL	NIL		NIL	NIL	
Forced Labour/ Involuntary Labour	NIL	NIL		NIL	NIL	
Wages	NIL	NIL		NIL	NIL	
Other human rights related issues	NIL	NIL		NIL	NIL	

* One complaint of sexual harassment was received during FY 2024-25. The Internal Complaints Committee (ICC) initiated an inquiry in accordance with the POSH Act. The respondent resigned during the pendency of the inquiry, and the complainant thereafter provided written consent to close the matter. The case was accordingly disposed of with no pending complaints as on 31 March, 2026.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees/ workers	0	1.5%
Complaints on POSH upheld	0	0

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

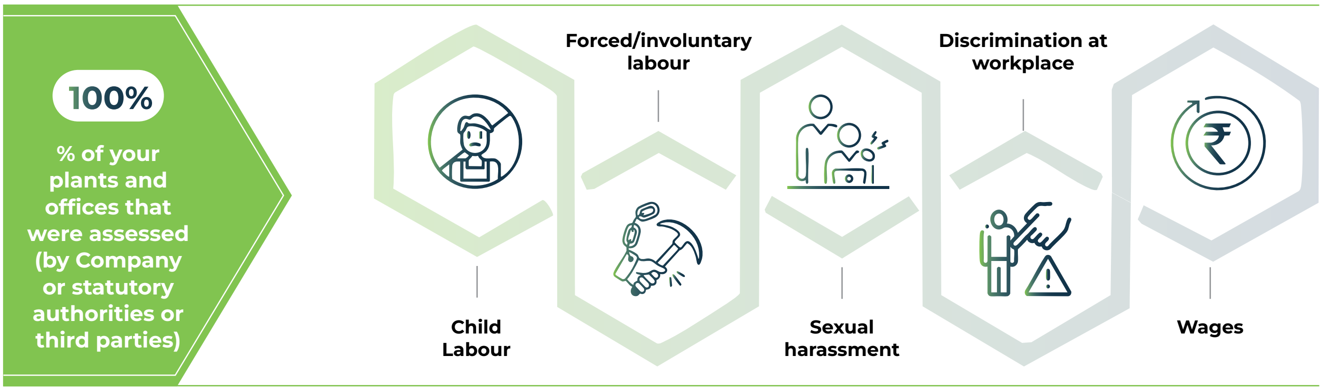
PCBL Vigil mechanism (Whistle Blower Policy) and POSH (Prevention of Sexual Harassment) policy have provisions for addressing complaints pertaining to discrimination, unethical behaviour, actual or suspected fraud or violation of the code of conduct. All complaints are taken up by the Internal Complaint Committees (ICCs), which are governed under strict confidentiality. There are defined procedures to protect the complainant from any retaliatory actions. The policies have ample provisions that provide adequate safeguards against victimisation of employees and Directors and provide direct access to the Chairperson of the Audit Committee in exceptional cases. An employee can also raise any other grievances to the Ethics Committee of the Company. The system is designed to redress the grievance within a defined timeline. The grievances are resolved in a fair and time bound manner maintaining utmost confidentiality. All the pertinent information is maintained by the POSH Committee or Ethics Committee in a secure manner. Moreover, identity of the aggrieved is protected until final investigation is completed.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, all the human rights related requirements are explicitly mentioned in the agreements and contracts entered into with the value chain partners and are mentioned in the Human rights policy.

10. Assessments for the year:

We have defined systems for ensuring compliance with regulatory requirements. There is a Code of Conduct for employees and Suppliers' Code of Conduct to ensure conformity with business ethics and human rights requirements. Also, the human rights criteria are screened during vendor onboarding process. In addition, we review compliance with these requirements during contract execution. In all our business units, it is mandatory to check the age proof documents at the time of recruitment to prevent employment of child labour and during the induction session essential business ethics and human rights related aspects are covered for creating awareness among employees.



Note: All the plants and offices have been internally assessed during the year.

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

Not applicable since there were no significant risks/concerns identified arising from the assessments.

Leadership Indicators

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

None of the Company's business process required any modification introduced as a result of addressing human rights grievances/complaints. We are 100% compliant with human rights related concerns.

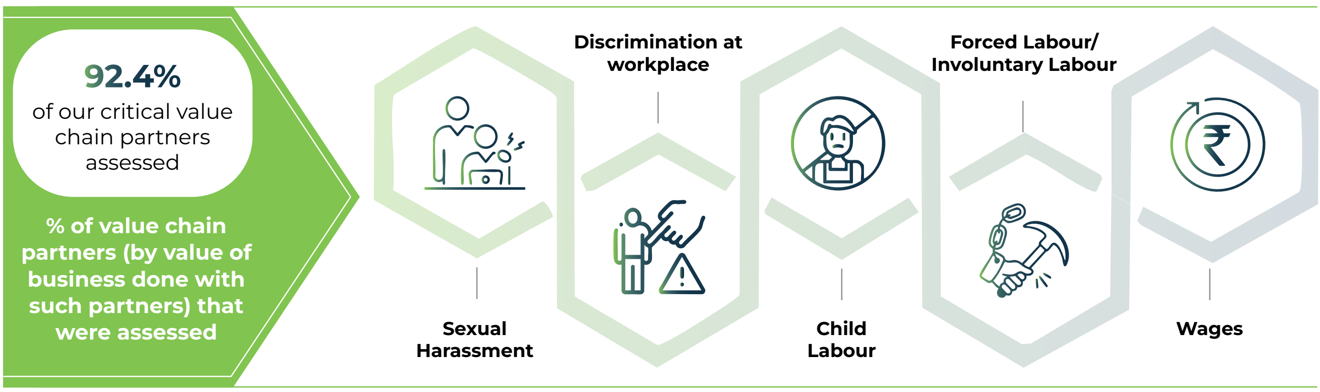
2. Details of the scope and coverage of any Human rights due diligence conducted.

Investigation, internal audit and review are conducted to confirm compliance to Human rights policy. Due diligence covers direct operations and supply chain. The human rights policy, formulated in line with internationally recognised frameworks including the Social Accountability 8000 International Standard and its associated international instruments, is applicable to all its value chain partners. The policy covers different components as compliance to labour laws, continuous engagement with stakeholders on human rights and related matters, diversity at workplace, harassment free workplace, and grievance mechanisms. While the policy highlights the key points of what it intends to achieve, it also mentions that HR department shall be reviewing and updating standards on social policies, and for providing guidance and support to all concerned. We also conduct training sessions for our on-roll and off- roll employees across all units and offices. This enables us to create awareness among our workforce about human rights and their associated impacts.

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

Yes, PCBL offices have infrastructure for easy and equal access for persons with disabilities, including ramps and special toilets.

4. Details on assessment of value chain partners:



Note : Value chain partners have been assessed through second-party audits during the year.

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 risks or concerns were observed while assessing above points during second-party audit at supplier end.

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	FY 2025-26 (Current Financial Year)*	FY 2024-25 (Previous Financial Year)*
From renewable sources		
Total electricity consumption (A)	0.06	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0.06	0
From non-renewable sources		
Total electricity consumption (D) (import)	5550.44	39582.80
Total fuel consumption (E)	27995.66	24996.65
Energy consumption through other sources (F)	37281008.76	36770713.33
Total energy consumed from non-renewable sources (D+E+F)	37314554.86	36835292.78
Total energy consumed (A+B+C+D+E+F)	37314554.91	36835292.78
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	669.19 GJ/Million ₹	623.84 GJ/Million ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) Conversion for PPP has been considered as per **Industry Standards Note on BRSR with Annexure.pdf**	13611.39 GJ/Million US$	13973.96 GJ/Million US$
Energy intensity in terms of physical output	75.30 GJ/MT	74.12 GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity.	-	-

*The calculation methodology was revised for FY 2024-25 and FY 2025-26 to include all fuel and energy inputs, including fuels used as raw materials, resulting in higher reported energy intensity.

Total energy consumption increased during the year, primarily due to changes in the product grade mix and higher production volumes of specialty chemical grades. Additionally, energy usage was elevated as a result of brown-field commissioning activities.

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

Yes. Independent assurance has been carried out by an external third party Forvis Mazars

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

Not applicable

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water withdrawal by source (in kilolitres)		
(i) Surface water	363649	381506
(ii) Groundwater	1224747	1104959
(iii) Third party water	1653098	1485626
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3241494**	**2972090.6**
Total volume of water consumption (in kilolitres)	**3241494**	**2906257.3**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	58.13 KL/million ₹	49.22 KL/Million ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) Conversion for PPP has been considered as per **Industry Standards Note on BRSR with Annexure.pdf**	1182.4 KL/Million US$	1102.5 KL/Million US$
Water intensity in terms of physical output	6.54 KL/MT	5.98 KL/MT
Water intensity (optional) – the relevant metric may be selected by the Company.		

*Surface water includes rainwater collected/harvested inside the plant premises for FY 2024-25 and FY 2025-26.

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

-Yes, independent assessment/evaluation/assurance has been carried out by Forvis mazars

4. Provide the following details related to water discharged:

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

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

-Independent assurance has been carried out by an external agency Forvis mazars

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

- PCBL has taken significant steps to ensure sustainable water management practices across its manufacturing plants. All PCBL plants are Zero Liquid Discharge (ZLD) compliant and are equipped with effluent treatment plant (ETP) facilities. Two of PCBL's plants are equipped with sewage treatment plant (STP) facilities. Wastewater generated during the manufacturing processes is treated and reused, promoting water conservation within the business.
- At the Palej plant, a water treatment plant (WTP) with a capacity of 1650 kilolitres per day (KLPD), an ETP with a capacity of 125 KLPD, and a sewage treatment plant (STP) with a capacity of 107.5 KLPD have been installed. The recycled water from the STP is utilised for gardening purposes, while the recycled water from the ETP is fed back into the water treatment plant for further reuse in operations.
- The Mundra plant features an ETP with a capacity of 268 KLPD, a WTP with a capacity of 2,800 KLPD, and an STP with a capacity of 74 KLPD. To replenish groundwater levels, the plant utilises injection-well technology to recharge filtered rainwater. Monitoring groundwater conditions is facilitated through the installation of piezometers to measure pressure at specific depths.
- In Durgapur, the plant operates an ETP with a capacity of 500 KLPD. To minimise blowdown water for the cooling tower, a side stream filter has been installed. Additionally, the plant has improved water efficiency by replacing existing reverse cooling water (RCW) pumps with undersized pumps, reducing water wastage and enhancing overall efficiency.
- The Kochi plant has an ETP capacity of 130 KLPD. PCBL has implemented a chlorine dioxide (ClO_2) generator and improved the quality of raw water, resulting in a 10% reduction in total water consumption. The reject water from the ultra-filtration process is reused within the system, further optimising water usage.

6. **Please provide details of air emissions (other than GHG emissions) by the Company:**

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
NOx	MT/Year	372.7	180.6
SOx	MT/Year	1175.3	863.1
Particulate matter (PM)	MT/Year	465.3	384.9
Persistent organic pollutants (POP)	Not measured		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

*The increase is primarily attributable to enhanced stack coverage, resulting in improved data availability and verification

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

-Yes, independent assurance has been carried out by an external third party Forvis Mazars LLP.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1013362.39	9,40,056
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1011.51	7998

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO_2e/Million ₹	17.18	16.06
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) Conversion for PPP has been considered as per **Industry Standards Note on BRSR with Annexure.pdf**	tCO_2e/Million US$	370.02	359.66
Total Scope 1 and Scope 2 emission intensity in terms of physical output.	tCO_2e/MT	2.05	1.91
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.			

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

-Yes, independent assurance has been carried out by an external third party Forvis Mazers

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

- PCBL has taken SBTi aligned GHG emission reduction targets during FY 2023-24 Focused improvement projects have been started across all the manufacturing facilities to reduce GHG emission. Several action points including the following have been identified and implementation has been started to reduce our GHG emissions and the progress against each action is being closely monitored.

- We are focused to improve the conversion efficiency of our process by optimizing the existing process condition and upgrading the technology in our process
- Reducing the consumption of fossil based feedstock by replacing it with sustainable raw materials (recovered/ renewable) and thereby reducing our indirect emissions
- Improving the Heat recovery in our process to reduce the input material
- Procuring from local suppliers to reduce emission from upstream transportation
- Delivery of products to our customers from our nearby plants to reduce emission from downstream transportation
- Encouraging virtual meetings to minimise indirect emissions from business travel
- Generation of electricity from the waste gases produced in our operations and utilising the self-generated electricity in our own operations and exporting rest to the grid leading to reduction in Scope-2 emissions and significant GHG offset. In FY 2025-26, PCBL exported 4,11,499 MWH of electricity generated from waste gas through heat recovery to the grid, resulting in the GHG offset of approximately 2,92,165 tCO_2e
- Identifying opportunity for improvement and implementing action plan to make the process more energy efficient.

We have been providing awareness training to our employees to inform them about their roles in GHG emission reduction.

9. **Provide details related to waste management by the Company:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	240.56	213.57
E-waste **(B)**	1.04	0.16
Bio-medical waste **(C)**	0.03	0.03
Construction and demolition waste **(D)**	0.00	0.00
Battery waste **(E)**	1.51	7.97
Radioactive waste **(F)**	0.00	0.00
Other Hazardous waste. Please specify, if any. **(G)**	1982.19	2697.52*
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3243.46	2334.09
Total (A+B + C + D + E + F + G + H)	5468.78	5,253.34
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.10 MT/Million ₹	0.09 MT/Million ₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	1.99 MT/Million US$	1.99 MT/Million US$
Waste intensity in terms of physical output	0.01 MT/MT of Carbon Black produced	0.01 MT/MT of Carbon Black produced
Waste intensity (optional)- the relevant metric may be selected by the Company (MT of waste per MT of carbon black produced)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2889.87	2717.34
(ii) Re-used	621.03	130.60
(iii) Other recovery operations ((Co Process/Incinerated with Heat recovery)	13.68	
Total	**3524.58**	**2847.97**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.92	3.63
(ii) Landfilling	1943.28	2388.80
(iii) Other disposal operations	-	
Total	**1,944.20**	**2392.43**

* We have reduced landfill quantity considerably by taking several measures in all our manufacturing facility. Here by reduced 18.65 % of diversion to landfill in FY 2025-26 from last financial year.

** FY 2024-25 Disposal and Recovery data restated as per reporting standard and there is No change in the total

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

-Yes, independent assurance has been carried out by an external agency Forvis Mazars LLP.

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.

PCBL follows a structured and compliant approach to waste management by categorising waste into hazardous and non-hazardous types, with further classification into specific categories. Disposal methods are selected based on waste type, strictly adhering to the guidelines prescribed by Pollution Control Boards and other regulatory authorities.

To minimise waste generation and landfill dependency, the Company implements Focused Improvement Projects (FIPs) that target reduction at the source. A centralised scrapyard is maintained at each plant to enable efficient segregation and responsible disposal of waste materials.

A dedicated team is responsible for overseeing scrap management and regularly conducts awareness programmes for employees. Standard operating procedures (SOPs) have been developed to streamline the waste management process across all facilities.

PCBL ensures that employees are well-informed through both virtual and classroom training sessions focussed on waste generation, safe handling, and environmental impact. The Company also maintains detailed records of waste sold to authorised third parties. These initiatives reflect PCBL's commitment to sustainable operations and responsible environmental stewardship.

11. If the Company 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:

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.
Nil			

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

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

13. Is the Company 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. If not, provide details of all such non-compliances:

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

The Company is totally 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.

Leadership Indicators

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

For each facility/plant 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 :

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
i) Surface water		
ii) Ground water		
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 Company		
Water discharge by destination and level of treatment (in kilolitres)	Nil All the units of PCBL are Zero Liquid (ZLD) Discharge compliant. None of our site is located in water stress area as per CGWA	
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Data is restated for FY25. The water stress area is been classified and corrected based on BRSR guidelines

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

Yes, Independent assurance has been carried out by an external third party named Forvis Mazars LLP.

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1062583	1063197
Total Scope 3 emissions per rupee of turnover	tCO_2e/Million ₹	18.00	18.01
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the Company	tCO_2e/MT	2.14	2.14

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

Yes, independent assurance has been carried out by an external third party M/S Forvis mazars

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 Company on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

4. If the Company 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Infrastructure: Co-generated electricity	Co-generated steam and electricity is produced by utilising the heat & chemical energy of tail gas generated in the manufacturing process of carbon black. Electricity thus produced is exported to the power grid after meeting our own power requirements.	By doing so, we offset the GHG emissions that would have been caused by using fossil fuels to produce the same amount of electricity. Power generation and export from our co-generation facilities increased due to efficiency improvement initiatives over the last year, contributing to the offset of emissions that would otherwise have been produced from fossil fuel-based energy sources.
2	Infrastructure: Rain water harvesting	Installation of rain water harvesting system	Reduction in raw water consumption and reducing consumption of natural resources
3	Technology: High Pressure PFS System	Increasing the Pressure of Reactor nozzle to increase leading edge penetration and hence higher utilisation of energy in the reaction zone.	Improvement in conversion ratio and GHG reduction
4	Technology: EV Vehicle	We are converting Diesel vehicle into EV vehicle	GHG reduction
5	Technology: VFD for Equipment	Added VFD for the equipment to reduce energy consumption	Reduced GHG emission
6	Technology: Energy efficient equipment	Upgraded old inefficient equipment and motor with efficient motors	Reduced GHG emission
7	Technology: Improving efficiency of filter bags	Installation of PTFE coated filter bags	Reduction in Particulate Matter (PM) emissions and reducing impact on environment
8	Waste Reduction	Installed dryer for drying sludge	Reduced landfill rate
9	Variable frequency drives	Installed VFD drives for Pin mixer, RAL	Reduced power consumption
10	Screw Compressor	Upgradation of system with Screw compressor by replacing in efficient screw compressors to improve the efficiency	Improvement in energy efficiency
11	Silencer for PAB	Silencer installed to reduce the noise pollution	Reduction in Noise Pollution

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
12	Sewage Treatment	Installed 7KLD sewage treatment plant	Improving water quality
13	Advanced Process Material and Equipment Enhancement	Developed and implemented enhanced high-temperature process materials and equipment solutions across key production units, improving operational stability and supporting higher production efficiency.	Reduced GHG emission, enhanced productivity, improved process reliability, and more efficient utilization of raw materials and energy resources.
14	Capacity De-bottlenecking Initiatives	Undertook targeted De-bottlenecking projects across major production lines to optimize asset utilization and unlock additional production capacity from existing infrastructure.	Higher productivity, improved asset utilization, and more efficient use of resources, supporting sustainable operations
15	Process Automation and Smart Manufacturing	Advanced the digital transformation journey through Industry 4.0 initiatives, including automation of critical operational sequences, resulting in greater process standardization, efficiency, and operational reliability.	Enhanced process efficiency, reduced manual intervention, optimized resource utilization, and strengthened data-driven decision-making.
16	Production Line Design Optimization	Executed strategic modifications to critical process equipment and production line configurations, resulting in improved operational performance and enhanced manufacturing throughput	Reduced GHG emission, Increased productivity, improved resource efficiency, and reduced process losses

5. **Does the Company have a business continuity and disaster management plan?**

   Yes, PCBL has a business continuity and disaster management plan in place. The same is available on the website of the Company and can be accessed at the link: https://www.pcblltd.com/responsibility/policies.

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

   PCBL recognises that its value chain can have negative environmental effects, including increased GHG emissions, air and water pollution, solid waste generation, and high energy consumption. To address these concerns, the Company has implemented a procurement process that integrates ethical, environmental, and social considerations. PCBL actively collaborates with its suppliers and customers to raise awareness about environmental and social issues and encourages the adoption of sustainable practices.

The Company takes specific actions to reduce greenhouse gas emissions, pollutants, and water consumption within the entity and across its value chain, while promoting the use of renewable energy sources.

The Company has identified eleven categories of scope-3 GHG emissions that are relevant to the Company's operations and has included them in the Company's GHG inventory of FY 2025-26. The Company, thus, continues to take substantial measures to reduce its GHG emissions across its value chain.

PCBL also conducts second party audits to ensure suppliers adhere to the principles of sustainable practices. PCBL also advocates for the use of substitutes for hazardous materials and emphasises proper waste management practices. Efforts are made to minimise waste sent to landfills by means of reuse, recycle and recover. Digital processes are encouraged to reduce paper usage and streamline operations.

Additionally, PCBL promotes optimised packaging materials and loadability to minimise environmental impact. The Company opts for coastal movement of materials instead of road transport, wherever possible, to decrease greenhouse gas emissions. Furthermore, PCBL engages with major raw material suppliers for sustainable supply chain management and supports the growth of small and medium-sized local suppliers. These initiatives demonstrate PCBL's dedication to responsible and sustainable practices across its value chain.

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

During FY 2025-26, 92.4% of our total suppliers (by value) of PCBL were assessed.

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

1. By the listed entity – Nil
2. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

PCBL Chemical Limited has taken a target of 5000 number of plantations in FY 2025-26 and has been able to plant 6,000+ trees across all its sites in FY 2025-26.

Though registration, verification of plantation related activities and trading any green credits has not yet started, PCBL Chemical Limited is committed to align with the Green Credit Program of Ministry of Environment, Forest and Climate Change (MoEFCC) and to support green credit initiatives in near future.

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.**

During the year, PCBL had active affiliations with 11 such 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 Company 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	Indian Chamber of Commerce (ICC)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	All India Management Association (AIMA)	National
5	Federation of Indian Export Organisations (FIEO)	National
6	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
7	All India Rubber Industries Association (AIRIA)	National
8	National Safety Council	National
9	India Energy Storage Alliance (IESA)	National
10	Volta Foundation	International
11	Bengal Chamber of Commerce and Industry (BCC&I)	State

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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

The Company has not engaged in any anti-competitive conduct.

Leadership Indicators

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

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
No such positions advocated					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Yes, we have done the impact assessment. For further details, please refer to 'Annexure - C' to the Board's Report - Report on Corporate Social Responsibility (CSR) activities.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company:

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 ₹)
Not applicable						

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

PCBL's CSR Committee at the Board level oversees CSR activities, along with the corporate CSR team. Plant-level CSR teams handle stakeholder grievances and engage with the community directly or through implementing agencies. Grievances received are communicated to the CSR team and discussed with the board-level committee in quarterly meetings. Resolutions are then conveyed back to the community members or their representatives.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	12.28%	10.05%
Directly from within India	34.9%	30.97%

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	12%	12%
Semi- urban	21%	23%
Urban	15%	16%
Metropolitan	52%	49%

*The India reporting boundary has been considered and the FY25 data has been corrected accordingly

(Place to be categorised 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):**

   Not Applicable.

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

   *The Company has not undertaken any CSR projects in the aspirational districts identified by government bodies during the reporting period

   * For further details, please refer to 'Annexure - C' to the Board's Report - Report on Corporate Social Responsibility (CSR) activities.

3. **(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups?**

   PCBL recognises the importance of small and medium-sized suppliers (SME) and has implemented mechanisms and policies to support their growth. SME in the carbon black industry face challenges due to limited infrastructure and capabilities. To address this, PCBL has established a strategic development roadmap for local manufacturing, specifically for packaging, machineries, and spares. The Company now procures paper bags locally for automatic packaging machines instead of importing them. They have also developed local manufacturers for various machineries and spares through knowledge sharing and technology transfer. The goal is to meet international standards and reduce dependence on imports. PCBL is actively working on developing APH locally, a crucial equipment in the carbon black manufacturing process. These initiatives contribute to the growth and development of local suppliers while ensuring quality and reliability in the supply chain.

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

   As part of its procurement practices, the Company actively identifies and develops diverse supplier groups.

   The Company takes a proactive approach in procuring from these vulnerable suppliers, reinforcing its commitment to supporting and empowering diverse businesses within its supply chain.

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

   The Company shall strive to establish mechanisms for capturing the required data in the coming years.

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

   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.**

   Not applicable

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	**Education support:** Smart boards, digital learning tools, scholarships, school supplies, and inclusive programs for Anganwadi and specially abled children.	83,858	100%
2.	**Infrastructure development:** Renovation of schools, Anganwadi centres, safe drinking water, sanitation, and civic facilities like roads, sheds, and pathways.		
3.	**Healthcare assistance:** Aid for medical treatment, support to hospitals, ambulances, and strengthening health institutions.		
4.	**Women empowerment:** Providing sewing machines to women in the unorganised sector.		
5.	**Animal welfare:** Supplying fodder and supporting Gaushalas.		
6.	**Environmental sustainability:** Tree plantation, dust suppression, greenbelt development, and beautification drives.		
7.	**Public safety & amenities:** Traffic mirrors, handrails, waiting sheds, and shelters.		
8.	**Youth & child development:** Sports equipment, athletic meets, nutrition support, and holistic child welfare.		
9.	**Community & institutional support:** Assistance to NGOs, cultural centres, police stations, and local authorities.		

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 complaints are logged in the SAP system with relevant details and forwarded to the Technical Services (TS) coordinator. The complaint is reviewed by the functional head of the plant, and if justified, immediate containment actions are taken. Root cause analysis is conducted by a Cross Functional Team (CFT), and an action plan is sent for approval. The RCA/CAPA report is reviewed and shared with the TS coordinator. Once closed in SAP, a system-generated email with the RCA report is sent to the marketing team for customer submission. Timely resolution is targeted within 15 days, and feedback is collected post-resolution to address customer concerns and improve satisfaction.

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%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	No Complaint received	Nil	Nil	No Complaint received
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others	13	0	Reported customer complaints are related to product processing and application	21	0	Reported customer complaints are related to product processing and application

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

There were no product recalls during the reporting year.

	Number	Reasons for recall
Voluntary recalls	None	
Forced recalls	None	

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

All sites of PCBL are certified with ISO 27001:2022 on Information Security Management Systems (ISMS). PCBL has implemented an End User Mobility & Data Security Policy available on their internal employee portal. They follow ISMS guidelines and utilise the SAP Document Management System to store critical documents securely. The Sapphire IMS platform is used for IT incident logging and asset management, improving support and governance. They have successfully completed a SAP DR Drill in Amazon Singapore Server, enhancing IT team confidence in data security and availability during disasters, while saving costs. The initiatives ensure data confidentiality, integrity, availability, and efficient IT management.

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 as no such issue and incident has been reported during the reporting period.

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 Company can be accessed (provide web link, if available).**

   The product related information can be accessed at Company's website at -https://www.pcblltd.com

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

   Safety Data Sheet (SDS) containing all the relevant information is available on Safety Data Sheet (SDS) - PCBL Chemical Limited (pcblltd.com) and also communicated to customers separately.

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

   The information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails.

4. **Does the Company display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your Company carry out any survey with regard to consumer satisfaction relating to the major products/services of the Company, significant locations of operation of the Company as a whole?**

   PCBL places a high priority on customer satisfaction and goes the extra mile to provide additional product information. They issue Certificates of Analysis (COA) to customers, capturing details of material quality and manufacturing information. The product packaging includes essential information such as grade, manufacturing unit, quantity, date of manufacturing, batch number, bag number, company name, and handling instructions.

   To ensure customer engagement and address queries or concerns, PCBL conducts virtual meetings using platforms like Microsoft Teams, Google Meet, and Zoom. They also make courtesy visits to customers and channel partners, attend trade shows, conferences, and maintain regular telephonic discussions. Major customers in the international market are visited quarterly, while tyre customers are visited weekly, non-tyre customers monthly or bi-monthly, and retail customers every 3 to 6 months.

   PCBL has established a robust complaint handling system and customer-specific requirement management system through SAP. They utilise assigned web portals to effectively address and mitigate customer grievances, risks, and disagreements. Regular participation in market-specific trade shows and national and international conferences further strengthens their customer engagement efforts.

For and on behalf of the Board of Directors

Dr. Sanjiv Goenka
Chairman
(DIN 00074796)

Place: Kolkata
Date: 30 April, 2026

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

www.forvismazars.com/in

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Independent Assurance Statement

To the Management of PCBL Chemical Limited

PCBL Chemical Limited (Corporate Identity Number: L23109WB1960PLC024602, hereafter also referred to as 'PCBL' or 'the Company') has engaged Forvis Mazars LLP ('Forvis Mazars', 'us' or 'we' or 'our') to undertake independent assurance of the Company's disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A and the non-financial disclosures as per Annexure 16 of the Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.

Our Conclusion:

Reasonable level of Assurance- BRSR Core

Based on the review performed and the procedures undertaken to obtain a reasonable level of assurance, Forvis Mazars concludes that, in all material respects, the BRSR Core Key Performance Indicators (KPIs) across the nine ESG attributes (as detailed in Annexure I of this statement) for FY 2025-26 have been reported in accordance with the requirements specified in the Industry Standard on Reporting of BRSR Core.

Limited Level of Assurance- BRSR Disclosures other than core

Based on the assessment undertaken, nothing has come to our attention to suggest that the non-financial disclosures (as listed in Annexure II of this statement) in BRSR do not properly adhere to the reporting requirements as per BRSR reporting guidelines in Annexure 16 of SEBI's Master Circular.

Scope of Work

The scope of our engagement includes a reasonable level of assurance for the 'BRSR Core' attributes and a limited level of assurance for 'BRSR Disclosures other than core', for the FY 2025-26, in accordance with the identified sustainability information and criteria listed below.

We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on a standalone basis. The boundary includes the following locations and offices inclusive of owned and leased workplaces:

SL No.	Location Type	Address
1	Registered Office	Duncan House, 31 Netaji Subhas Road, Kolkata – 700001, West Bengal
2	Corporate Office	RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata – 700027, West Bengal
3	Manufacturing Plant	27, R.N. Mukherjee Road, Dist. Paschim Burdwan, Durgapur – 713201, West Bengal
4	Manufacturing Plant	National Highway No. 8, Palej – 392220, Gujarat
5	Manufacturing Plant	Survey No. 47, SH-46, Village Mokha (Near Vadala), Mundra – 370421, Gujarat
6	Manufacturing Plant	Brahmapuram, Karimugal, Kochi – 682303, Kerala
7	Sushila Goenka Research & Development Centre	National Highway No. 8, Palej – 392220, Gujarat
8	Sushila Goenka Innovation Centre	7822 Ghislenghien, Rue des Foudriers 1, Belgium
9	Regional Office	315, Third Floor, MGF Metropolis, M.G. Road, Gurugram – 122002, Haryana
10	Regional Office	Zenia Building, Hiranandani Circle, Hiranandani Business Park, Thane – 400607, Maharashtra
11	Regional Office	Level 5, Prestige Palladium Bayan, No. 129–140, Greams Road, Chennai – 600006, Tamil Nadu

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

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Identified Sustainability Information and Criteria

Identified Sustainability Information (ISI) and Criteria are detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to Assurance	Level of Assurance	Reporting criteria used by the Company to prepare Identified Sustainability Information
BRSR Core	April 1, 2025- March 31, 2026	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended. ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD- POD2/I/3762/2026 dated January 30, 2026, and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024. iii. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. iv. ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.
BRSR Disclosures other than core	April 1, 2025- March 31, 2026	Limited	

Basis of our conclusion

As part of the assurance process, a multidisciplinary team of assurance specialists conducted assurance procedures across the sites of PCBL. Assessment was conducted through on- site visits at 27, R.N. Mukherjee Road, Dist. Paschim Burdwan, Durgapur – 713201, West Bengal and Survey No. 47, SH-46, Village Mokha (Near Vadala), Mundra – 370421, Gujarat and remote verification of other locations.The following activities were undertaken:

BRSR Core – Reasonable level of assurance	BRSR Disclosures other than core – Limited level of assurance
Reviewed the disclosures under the BRSR Core framework, which comprises a set of Key Performance Indicators (KPIs) across nine ESG attributes. These disclosures were evaluated in accordance with the Industry Standard on Reporting of BRSR Core, applying a reasonable level of assurance.	Reviewed the disclosures in line with BRSR reporting guidelines, covering general disclosures, management processes, principle-wise performance (including essential and leadership indicators), and other key metrics specified within the framework. These disclosures were assessed using a limited level of assurance.
Assessed the design and implementation of key systems, processes, and controls established for the collection, management, and reporting of BRSR Core indicators, including an evaluation of operational controls and reporting boundaries.	Gained an understanding of the key systems, processes, and controls established for the collection, management, and reporting of Disclosures other than BRSR Core, and performed sample-based testing to assess adherence to the reporting principles.
Obtained comprehensive evidence across all relevant areas to enable a thorough review of the BRSR Core indicators and engaged directly with stakeholders to gather insights and supporting evidence for each disclosed indicator.	Collected and assessed documentary evidence and management representations to support compliance with the reporting principles. A risk-based approach was applied, focusing assurance efforts on areas of high material significance to the Company's operations and its key stakeholders.
The audit team conducted an on-site audit to perform data testing, assess consistency in reporting processes, and carry out quality checks at selected sites and offices. Sites selected for data testing and evaluation of reporting systems were determined based on their contribution to the reported indicators, and the nature of reporting systems in place.	The audit team conducted on-site audit at selected sites and offices, carrying out sample-based assessments of site-specific data disclosures.

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

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Management's Responsibility

PCBL has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR Disclosures other than core. The company is responsible for maintaining processes and procedures for collecting, analysing and reporting the information and also, ensuring the quality and consistency of the information presented in the BRSR. PCBL is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

Inherent limitations

The assurance engagements are conducted on the assumption that the data and information provided by the Company for our review have been supplied in good faith and are accurate, complete, adequate, authentic, and free from any material misstatements.

1) Forvis Mazars has not participated in the evaluation or assessment of the Company's financial data or performance. Its opinion on specific BRSR Core Attribute 8 ("Number of days of accounts payable"), Attribute 9 ("Openness of business"), and all BRSR indicators expressed in currency or INR is based on the audit performed by the Company's statutory auditors. Accordingly, Forvis Mazars assumes no responsibility for the financial data presented in the Company's audited financial statements.
2) Data relating to operations outside the defined assurance boundary is excluded from this engagement, unless explicitly stated otherwise in this report.
3) This assurance does not cover statements made by the Company that reflect opinions, claims, beliefs, aspirations, expectations, objectives, or forward-looking intentions. Furthermore, any assertions concerning Intellectual Property Rights or other competitively sensitive matters are outside the scope of this engagement.
4) The assessment does not extend to evaluating the Company's strategy or any related linkages presented in BRSR, as these elements fall beyond the assurance scope.
5) Additionally, this engagement does not include mapping BRSR against reporting frameworks other than those specifically referenced. Any evaluation or comparison with other frameworks is excluded from the scope.
6) Content within the BRSR that lies outside the defined scope and boundary has not been subjected to assurance, as the review is confined to the specified parameters.
7) Finally, this assurance engagement does not include an assessment of legal compliance. Ensuring adherence to applicable laws and regulations remains the responsibility of the Company.

Our Independence and Quality Control

1) We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

2) Our firm applies International Standard on Quality Management ('ISQM') 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

In performing this assurance work, Forvis Mazars' responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. Forvis Mazars disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. Our responsibility is solely to the Company in accordance with the terms of our engagement. We do not accept or assume responsibility to any party other than the Company for our work, this assurance statement, or the conclusions we have reached, except where expressly agreed in writing or as required by law.

Forvis Mazars LLP

Regd. Office: 106, 107 Mercantile House, 15, Kasturba Gandhi Marg, New Delhi 110001, India Tel: +91 11 4368 4444

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

www.forvismazars.com/in

We conducted our engagement in accordance with the *International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information"*, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we plan and perform our engagement to obtain reasonable or limited assurance, as applicable, about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria and to issue a report.

Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., April 01, 2025 - March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

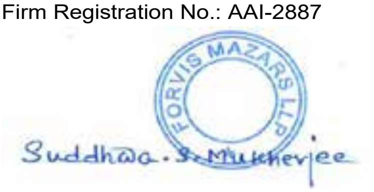
Restriction on use

Our Reasonable and Limited Assurance report has been prepared and addressed to the Management of "PCBL Chemical Limited" at the request of the Company solely, to assist the Company in reporting on its sustainability performance and activities.

Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **FORVIS MAZARS LLP**

Firm Registration No.: AAI-2887



Suddhwasattwa Mukherjee
Partner

Gurugram, India
27-07-2026

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

www.forvismazars.com/in

Annexure I

BRSR Core Disclosures– Reasonable level of assurance

BRSR Core KPIs			
S. No.	**Attribute**	**Principles and Indicator reference**	**Parameter**
1.	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and Scope 2 emissions 2. GHG Emission Intensity (Scope 1+2)
2.	Water Footprint	Principle 6, E-3 Principle 6, E-4	1. Total water consumption 2. Water consumption intensity 3. Water Discharge by destination and levels of Treatment
3.	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy Intensity
4.	Embracing circularity- details related to waste management by the entity	Principle 6, E-9	1. Total waste generated 2. Waste Intensity
5.	Enhancing Employee Wellbeing and Safety	Principle 3 – E1 (c) Principle 3 – E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6.	Enabling Gender Diversity in Business	Principle 5 - E3 (b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7.	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8.	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss/ breach of data of customers as percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties

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Annexure II

BRSR Disclosures other than Core - Limited level of assurance

BRSR section / principle	Fully non-Core disclosures to be covered
Section A: General Disclosures	Indicators 1–26, including all applicable sub-parts: 19(a)–(c), 20(a)–(b), 23(a) and 24(i)–(iii)
Section B: Management and Process Disclosures	Disclosure Questions 1(a)–(c), 2–12, across Principles 1–9
Principle 1	Essential Indicators: 1, 2, 3, 4, 5, 6 and 7 Leadership Indicators: 1 and 2
Principle 2	Essential Indicators: 1, 2, 3 and 4 Leadership Indicators: 1, 2, 3, 4 and 5
Principle 3	Essential Indicators: 1(a), 1(b), 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14 and 15 Leadership Indicators: 1, 2, 3, 4, 5 and 6
Principle 4	Essential Indicators: 1 and 2 Leadership Indicators: 1, 2 and 3
Principle 5	Essential Indicators: 1, 2, 3(a), 4, 5, 6, 8, 9, 10 and 11 Leadership Indicators: 1, 2, 3, 4 and 5
Principle 6	Essential Indicators: 2, 5, 6, 8, 10, 11, 12 and 13 Leadership Indicators: 1, 2, 3, 4, 5, 6 and 7
Principle 7	Essential Indicators: 1 and 2 Leadership Indicator: 1
Principle 8	Essential Indicators: 1, 2 and 3 Leadership Indicators: 1, 2, 3, 4, 5 and 6
Principle 9	Essential Indicators: 1, 2, 3, 4, 5 and 6 Leadership Indicators: 1, 2, 3 and 4

Annexure 'F' to the Board's Report

Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations

The Directors present the Business Responsibility and Sustainability Report of the Company for the financial year ended on 31 March, 2026.

SECTION A → GENERAL DISCLOSURES

I. Details of the Company:

1	Corporate Identity Number (CIN) of the Listed Company	L23109WB1960PLC024602
2	Name of the Listed Company	PCBL CHEMICAL LIMITED
3	Year of incorporation	31 March, 1960
4	Registered office address	31, N. S. Road, Kolkata-700001
5	Corporate office address	RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata-700027
6	E-mail	pcbl.investor@rpsg.in
7	Telephone	033-40870500/0600
8	Website	www.pcblltd.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE-506590 NSE-PCBL
11	Paid-up Capital	₹ 39,34,62,604/-
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. Kaushik Mukherjee Company Secretary and Chief Legal Officer Email: - kaushik.mukherjee@rpsg.in Telephone: 033-40870500/0600
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the Company) or on a consolidated basis (i.e. for the Company and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are on a Standalone Basis.
14	Name of assurance provider	M/S Forvis Mazars
15	Type of assurance obtained	Reasonable Assurance

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the Company
Manufacturing	Manufacturing and sale of Carbon Black and Specialty chemicals	96.37%

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

Product/Service	NIC Code	% of total Turnover contributed
Carbon Black and Specialty Chemicals	1920	96.37%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	5	9
International	0	7	7

19. Markets served by the Company:

a. Number of locations

Locations	Number
National (No. of States)	24
International (No. of Countries)	50+

b) Contribution of exports as a percentage of the total turnover of the entity:-

Revenue from Operations – ₹ 5,576.05 Crores

Contribution of exports as a percentage of the total turnover of the entity – 33.98%

c. A brief on types of customers

PCBL has built enduring partnerships with leading manufacturers of tyres, technical rubber goods, and producers of paints, inks, coatings, plastics, and fibre products in India and across global markets. Through these strategic relationships, we not only deliver customised solutions but also collaborate closely with our customers to co-develop innovative products tailored to their evolving needs.

Customer centricity lies at the heart of our business culture. By continuously engaging with our customers and understanding their expectations, we have been able to drive growth and success year after year. Our commitment to excellence is reflected in our ability to consistently deliver value, enhance product performance, and ensure complete satisfaction.

Our diverse product portfolio includes: Carbon black for tyre manufacturing, Performance chemicals for technical rubber goods, Specialty chemicals for paints, inks, coatings, plastics, and fibre products

By staying aligned with customer expectations and relentlessly improving our offerings, PCBL continues to strengthen its reputation as a trusted partner in delivering world-class solutions.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	1107	1027	92.8%	80	7.2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**1107**	**1027**	**92.8%**	**80**	**7.2%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Workers					
4.	Permanent (F)	243	243	100	0	0
5.	Other than Permanent (G)	699	683	98	16	2
6.	**Total workers (F + G)**	**942**	**926**	**98**	**16**	**2**

Note : Definition of employee clustering is as under:

- Permanent employees include white collar employees.
- Other than permanent employees include temporary.
- Permanent workers include technicians, associates and staff.

- Other than permanent workers include contractual workers and labours, temporary fixed term contractual workers, third party employees.

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled employees					
1.	Permanent (D)	3	1	33.3%	2	66.7%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	**3**	**1**	**33.3%**	**2**	**66.7%**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled workers					
4.	Permanent (F)	NIL				
5.	Other than permanent (G)					
6.	**Total differently abled workers (F + G)**					

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	3	27
Key Management Personnel (KMP)*	2	0	0

Mrs. Rusha Mitra (DIN: 08402204), non -executive independent woman director completed her first term on 7 April, 2026. Ms. Sneh Lata (DIN: 11628402) was appointed as an Additional and Non Executive & Independent Woman Director of the Company w.e.f 26 March, 2026 for a 1st term of 5 consecutive years, subject to approval of the shareholders of the Company.

* KMP other than Managing Director

22. **Turnover rate for permanent employees and workers**

		FY 2025-26 (Turnover rate in current FY)	FY 2024-25 (Turnover rate in previous FY)	FY 2023-24 (Turnover rate in the year prior to the previous FY)
Permanent Employees	Male	15	15	18
	Female	9	21	15
	Total	15	20	17
Permanent Workers	Male	6	8	5
	Female	0	0	0
	Total	6	8	5

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

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

S. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed Company	Does the Company indicated at column A, participate in the Business Responsibility initiatives of the listed Company? (Yes/No)
1.	PCBL(TN) Limited	Wholly Owned Subsidiary	100	No
2.	PCBL Chemical Europe SRL	Wholly Owned Subsidiary	100	No
3.	Phillips Carbon Black Cyprus Holdings Limited	Wholly Owned Subsidiary	100	No
4.	Aquapharm Chemical Limited(formerly known as Advaya Chemical Industries Limited)	Subsidiary	80	No
5.	Nanovace Technologies Limited	Subsidiary	51	No
6.	Phillips Carbon Black Vietnam Joint Stock Company	Subsidiary Company of Phillips Carbon Black Cyprus Holdings Limited	80	No
7.	Aquapharm Europe B.V	Step-down subsidiary of ACL	100	No
8.	Unique Solutions for Chemical Industries Company (USCIC)	Step-down subsidiary of ACL	95	No
9.	Aquapharm Chemicals LLC (AC LLC)	Step-down subsidiary of ACL	100	No
10.	USCI LLC	Step-down subsidiary of AC LLC	95	No
11.	Aquapharm PChem LLC	Step-down subsidiary of AC LLC	100	No
12.	Aquapharm Specialty Chemicals LLC	Step-down subsidiary of AC LLC	100	No
13.	Enersil Pty Limited	Step-down subsidiary of NTL	51	No
14.	PCBL Chemical USA Inc.*	Wholly Owned Subsidiary	100	No
15.	Nanovace Inc., USA#	Step-down subsidiary of NTL	51	No

Note :

*PCBL Chemical Limited has incorporated a wholly owned subsidiary PCBL Chemical USA Inc under the laws of the State of Delaware, United States of America on 23 July, 2025.

#Nanovace Technologies Limited (hereinafter referred to as the 'Company'), a subsidiary of PCBL Chemical Limited, has incorporated its wholly owned U.S. subsidiary, Nanovace Inc. in the state of Delaware on 16 June, 2025.

VI. CSR Details

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

(ii) Turnover (in Rs):– ₹ 5,576.05 **Crores**

(iii) Net worth (in Rs): ₹ 3,692.15 **Crores**

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link for grievance redressal policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year*		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Grievances are captured through quarterly meetings with representative of communities	0	0	-	0	0	-
Investors (Other than shareholders)	Yes Through Whistle Blower Mechanism. Link may be accessed at https://www.pcblltd.com/responsibility/policies	0	0	-	0	0	-
Shareholders	Yes through Stakeholders Relationship Committee, SEBI Complaints Redressal System – 'SCORES' as well as the 'SMART ODR' Portal	10	0	All complaints are resolved	9*	0	All complaints are resolved
Employees and workers	Yes Sampark (Quarterly employee engagement programme)	82	0	All complaints are resolved	98**	0	All complaints are resolved
Customers	Yes. (Reported through SAP Portal)***	13	0	All complaints are resolved	21	0	All complaints are resolved

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then Provide web-link for grievance redressal policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year*		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes- Grievances are addressed through dedicated E-mail Id	0	0	-	0	0	-

*Reported Shareholder Complaints were relating to non-receipt of unclaimed dividend, reclaim and procedure for claiming the securities from IEPF Account, IEPF Entitlement letter, correction/change in name and dematerialisation of securities, procedure for settlement of claim from unclaimed suspense accounts and non-receipt of Entitlement letter.

**Reported employee complaints are mostly related to administrative concerns.

***Reported customer complaints are related to product processing and application

26. Overview of the Company'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:

Opportunity   Risk

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
1.	GHG emissions and energy management	Opportunity	Effective management of GHG emissions and energy presents an opportunity to improve energy efficiency, reduce carbon emissions, optimize operating costs, increase the use of cleaner and renewable energy sources, and reduce exposure to energy price volatility. It also enhances regulatory preparedness, strengthens climate resilience, and reinforces the Company's long-term competitiveness and stakeholder confidence.	Monitor and report Scope 1, Scope 2, and all material Scope 3 GHG emissions to identify emission reduction opportunities, enhance transparency, and track climate performance. Implement short- and long-term energy efficiency initiatives, including the use of heat exchangers across downstream processes, to optimize energy consumption and reduce fossil fuel use. At PCBL, we utilize tail gas generated during the carbon black production process to generate electricity, improving resource efficiency, producing cleaner energy, and reducing overall GHG emissions by displacing conventional fossil fuel-based power generation. Export surplus electricity to the grid after meeting operational requirements, contributing to avoided GHG emissions and supporting the transition to a low-carbon economy.	Positive – Reduced energy consumption and greenhouse gas emissions lead to lower operating costs, improved resource efficiency, and enhanced long-term value creation.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
				Continuously evaluate opportunities to improve energy performance, adopt cleaner technologies, and reduce exposure to fossil fuel price volatility.	
2.	Water Management	O	Effective water management presents an opportunity to improve water-use efficiency, enhance water recycling and reuse, reduce freshwater withdrawal, and strengthen operational resilience. Sustainable water management practices also support regulatory compliance, reduce environmental impacts, optimize resource costs, and reinforce the Company's commitment to responsible resource stewardship.	Monitor and optimize water consumption across operations to improve water-use efficiency. Enhance water recycling and reuse to reduce freshwater withdrawal. Maintain Zero Liquid Discharge (ZLD) practices across all plants to maximize water recovery and minimize environmental impact. Continuously identify and implement water conservation initiatives to strengthen long-term water stewardship and operational resilience.	Positive – Improved water efficiency reduces water procurement and treatment costs, enhances resource security, and improves operational efficiency.
3.	Solid Waste Management	O	Effective solid waste management provides an opportunity to maximize resource recovery, increase recycling and reuse, reduce landfill disposal, and improve operational efficiency. Responsible waste management also strengthens regulatory compliance, reduces environmental impacts, and supports the Company's circular economy and sustainability objectives.	Monitor and track the generation of different waste streams across operations. Minimize waste generation at source through process optimization and resource-efficient practices. Enhance waste segregation and maximize opportunities for recycling, reuse, and recovery. Ensure environmentally sound handling, treatment, and disposal of waste in compliance with applicable regulations. Increase diversion of waste from landfill through recycling, co-processing, and other recovery initiatives.	Positive – Improved waste management reduces disposal costs, enhances resource efficiency, and creates value through recycling and resource recovery.
4.	Circularity	O	Linear take-make-dispose can increase the pressure on finite resources and increase the amount of waste to landfill. Adoption of circular economy which aims to move economic and production process from linear to more circular and regenerative processes and thereby contributing to sustainable development and reducing the pressure on finite resources.	Promote resource efficiency through waste reduction, recycling, reuse, recovered feedstock utilization, heat recovery initiatives, water recycling, and responsible waste management practices.	Positive – Circularity initiatives reduce material costs, improve resource efficiency, and create long-term value through reuse and recycling.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
5.	**Product Stewardship**		Inadequate management of product life cycles including raw material sourcing, manufacturing, use, and disposal, can result in environmental pollution and regulatory noncompliance. Failure to assess and mitigate potential health and safety risks associated with products can lead to harm to users and consumers. Increasing public awareness and regulatory scrutiny on product safety and sustainability intensify these risks.	Initiative for Life cycle assessment of the product and taking action to reduce the impact of its product on the environment. - Adherence to applicable national and international regulations (e.g., REACH, ROHS), emphasising continuously on updating domain knowledge through R&D, analysing and highlighting implications and staying ahead of the compliance curve.	Positive – Effective product stewardship strengthens customer confidence, improves market access, and reduces product lifecycle and compliance costs.
6.	**Health and Safety**		Health and safety pose significant risks for PCBL. Failure to ensure a safe working environment can lead to accidents, injuries, and potential harm to employees ultimately leading to disruption in operations. Non-compliance with health and safety regulations can lead to legal penalties, reputational damage, and workforce dissatisfaction.	- Emphasis on Hazard Identification and Risk Assessment, HAZOP (Hazard and Operability Study), and JSA (Job Safety Analysis), incident investigation and training - Occupational health and safety management programme across all plants. - Plants certified with ISO 45001:2018 standard. - Established Safety Committee across all plants, which consists of Unit Head (Chairperson), Safety Head (Secretary), all department heads and contract worker representatives representing each contractor. - Strict adherence to SOPs for following the highest level of health and hygiene.	Negative – Poor health and safety performance may result in workplace incidents, regulatory penalties, compensation claims, operational disruptions, and reputational damage, adversely impacting financial performance.
7.	**Human rights and employee wellbeing**		Human rights and employee wellbeing present opportunities for PCBL. By respecting and promoting human rights within its operations and supply chain, PCBL can enhance its reputation, build trust with stakeholders, and attract socially responsible investors.	- Non-acceptance of (Zero tolerance approach towards) human rights violations such as discrimination, forced/ coercive labour, and child labour within and beyond PCBL's boundaries. - Implementation of a well-defined Human Rights Policy, with awareness training provided to the entire workforce. - The Human Rights Policy outlines PCBL's approach and expectations for human rights compliance throughout the value chain. - Adherence to the human rights policy is closely monitored, and a whistleblower process is in place for stakeholders to raise concerns.	Positive – Strong human rights and employee well-being practices improve employee productivity, retention, and organisational performance while reducing workforce-related costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
8.	**Community engagement**		Engaging with local communities through collaborative initiatives, such as employment opportunities, skill development programmes, and community development projects, can foster positive relationships and contribute to sustainable development.	Community engagement and infrastructure development as key concepts - Improving living conditions, focusing on health, poverty eradication, quality education, equal opportunities, biodiversity preservation, sustainable livelihoods, and community infrastructure.	Positive – Strong community engagement enhances stakeholder trust, strengthens the social licence to operate, and supports long-term business continuity.
9.	**Leadership and Governance**		Strong leadership and effective governance practices can enhance transparency, accountability, and ethical conduct within the organisation. This fosters trust among stakeholders, including investors, employees, customers, and the community. Effective governance structures provide clear direction, strategic decision making, and risk management, enabling PCBL to navigate challenges and seize opportunities. By promoting diversity in leadership and embracing innovative ideas, PCBL can drive organisational growth and resilience. Furthermore, a robust governance framework can attract socially responsible investors and enhance the Company's reputation, positioning PCBL as a responsible and trusted business entity in the market.	Appointment of a Lead Independent Director to ensure a strong governance structure. - Highly experienced and active Board of Directors committed to upholding the highest level of corporate governance. - Individuals from diverse backgrounds with expertise, in the BoD providing valuable guidance to senior management. - Composition of the Board includes executive directors, non-executive directors, and non-executive independent non-executive directors. - Six board committees constituted to review and address specific concerns and impact areas, playing a crucial role in the organisation. - These committees contribute to effective decision-making and oversight in areas such as audit, sustainability and risk management, corporate social responsibility, evaluate the performance of the Board of Directors, look into various aspects of shareholders' complainants and review the performance of the Board as a whole.	Positive – Robust governance strengthens stakeholder confidence, improves operational efficiency, and supports sustainable long-term business growth.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk or opportunity, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implication)
10.	**Sustainable Procurement**		Sustainability performance of our organisation can be improved by the sustainability performance of the key suppliers. Sustainable procurement has the potential to ensure significant reduction in the impact of the product bought on the environment.	Sustainable procurement is ensured by sourcing from local suppliers, screening of new suppliers and assessment of existing suppliers through ESG criteria, improving awareness of the suppliers on ESG issues, collaboration with the suppliers to innovate sustainable packaging materials.	Positive – Sustainable procurement enhances supply chain resilience, reduces procurement risks, and improves long-term cost efficiency.

SECTION B → MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your Company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Refer pages 146-147 of the Integrated Report.								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	Please refer to page no. 17 of PCBL Integrated Report FY 2025-26.								
	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016 ISO 14001:2015, ISO 45001:2018, ISO 27001:2022	ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022	ISO 9001:2015, IATF 16949:2016, ISO 27001:2022

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	PCBL is deeply committed to sustainability and responsible business practices across environmental, social, and governance dimensions, while aligning its efforts with the broader sustainability vision of the RPSG Group. On the environmental front, the Company strives to minimize its environmental footprint by reducing resource consumption, improving energy efficiency, lowering greenhouse gas emissions, conserving water, managing waste responsibly, and embedding sustainable practices throughout its operations. In line with the Group's sustainability commitments, PCBL supports the RPSG Group aspiration of achieving carbon neutrality by 2070, planting one million trees by 2040, and achieving zero waste to landfill across all Group companies by 2040. How ever PCBL is Targeting to achieve Carbon Neutrality by 2050. Equally important are PCBL's social commitments, which prioritize the well-being and safety of employees while fostering diversity, inclusion, and respect for human rights. The Company actively supports community development, upholds ethical labour practices, and provides a safe and healthy work environment, thereby contributing to broader social progress. Strong governance underpins all of PCBL's activities. The Company emphasis transparency, accountability, and compliance with applicable laws and regulations. It maintains high standards of integrity, promotes responsible business conduct, and ensures fair treatment of stakeholders. By fostering a culture of ethics and compliance, PCBL continues to strengthen stakeholder trust and reinforce its position as a responsible corporate citizen. For further details, please refer to pages 250-289 of the Integrated Report
6. Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	PCBL is committed to achieve all the targets taken under each of the ten key material topics identified through "Double Materiality" approach. PCBL's ESG commitments are closely monitored and evaluated by various committees led by the Management and Board of Directors. These committees play a vital role in assessing the effectiveness of each principle and ensuring their implementation throughout the organisation. They regularly review the Company's ESG performance, identify areas for improvement, and develop strategies to enhance sustainability, social responsibility, and corporate governance practices. Through these evaluations, PCBL aims to maintain transparency, accountability and continual improvement in its ESG initiatives. The active involvement of committees helps to drive the Company's commitment to responsible business practices and achieve its long-term ESG goals. However, there is a change from the target due to increased power generation and commissioning activities of our brown field project For further details, please refer to page 60 of the Integrated Report.

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)

We are pleased to present PCBL's Business Responsibility and Sustainability Report for FY 2025–26, a testament to the trust and support of our stakeholders. Our sustainability journey this year has been marked by significant progress, reflecting our commitment to responsible business practices and our participation in the **UN Global Compact** network, which aligns us with its ten guiding principles for a better tomorrow.

In FY 2025–26, we made considerable strides in advancing our **ESG objectives**, with a strong focus on environmental stewardship. We enhanced energy efficiency, reduced emissions, minimised water consumption, embraced circularity, and managed waste responsibly. A comprehensive carbon footprint assessment was conducted across all plants and offices, verified by third-party auditors. Additionally, a climate-related risk assessment aligned with **TCFD recommendations** was undertaken to identify risks and opportunities, leading to actionable mitigation plans.

Building on our **SBTi-aligned targets**, we achieved a 6.3% reduction in absolute GHG emissions (Scope-1, 2 &3) compared to the FY 2024-25 baseline. This achievement was driven by initiatives such as stringent emission control through **Focused Improvement Projects**, process optimisation for energy efficiency, waste reduction, adoption of sustainable feedstock, and transportation optimisation. Organisation-wide awareness and training further reinforced our emissions reduction strategy. We also conducted **Life Cycle Assessments** across product grades to evaluate environmental footprints, underscoring our customer-centric approach and responsible product stewardship.

Our sustainability approach extends across the value chain, where we support partners in mitigating environmental impacts through supplier audits based on QMS and ESG criteria, as well as awareness training to strengthen sustainable practices. These efforts help reduce the footprint of our products and enable customers to decarbonise their businesses.

On the social front, our **CSR strategy** emphasised community engagement and infrastructure development, focusing on good health, poverty eradication, quality education, equal opportunity, biodiversity preservation, sustainable livelihoods, and community infrastructure. We also prioritised employee welfare, recognising our workforce as our most valuable asset. By fostering a safe, hygienic, and stimulating workplace, and addressing both physical and mental well-being, we continued to strengthen employee development and satisfaction.

PCBL takes pride in its unwavering commitment to sustainable development, demonstrated through consistent actions and responsible practices. With a focus on continual improvement, we are confident of setting new benchmarks in sustainability performance and reinforcing our role as a trusted partner in building a sustainable future.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Sustainability and Risk Management Committee, headed by the Managing Director, who is the Chairman of the Committee holds the key responsibility of safeguarding and evaluating the Business Responsibility (BR) performance of the Company. The Corporate Social Responsibility (CSR) Committee, under the purview of the Board of Directors, supervises various aspects related to corporate social responsibility and other relevant matters. This committee develops an Annual Action Plan in accordance with the CSR Rules and the Company's CSR Policy, which is periodically revised. All CSR projects and programs are undertaken, monitored, evaluated, and reported as per the CSR Rules. To ensure a comprehensive assessment of the Company's sustainability objectives, the Board of Directors expanded the scope of the Sustainability and Risk Management Committee (SRM) and subsequently renamed it to reflect its enhanced focus. The SRM Committee is responsible for reviewing the Company's sustainability agenda, including measures that uphold its commitment to sustainability and align its long-term strategy with the creation of shared value. Among its responsibilities, the SRM Committee evaluates the Company's initiatives and strategies related to climate change, water management, and responsible sourcing. It also oversees the implementation of human rights due diligence, promotes diversity, inclusion, and employee health and well-being. Furthermore, the SRM Committee ensures compliance with all policies and regulatory reporting requirements stipulated under the SEBI Listing Regulations.								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? If yes, provide details.	The oversight of sustainability initiatives within your Company has been assigned to the SRM Committee by the Board of Directors. The Committee convenes a minimum of two times annually and consists of four Directors, including one Executive Director and three Non-Executive Independent Directors. Mr. Nilesh Koul assumes the overall responsibility for Business Responsibility (BR) activities. DIN: 10963815 Name: Nilesh Koul Designation: Managing Director, Chairman of the Sustainability and Risk Management Committee and Corporate Social Responsibility Committee Telephone No: 033 – 4087 0500/0600 Email ID – pcbl.investor@rpsg.in								

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	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									Annually								

11. Has the Company carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

An independent third-party assessment of the principles of BRSR was done by M/s. Forvis Mazars.

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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 Company does not consider the principles material to its business (Yes/No)	Not Applicable, since all principles are covered by the existing policies of PCBL.								
The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The Company 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 the training and its impact	% age of persons in respective category covered by the awareness Programmes
Board of Directors	4	Ethics, transparency, human rights, ESG, POSH, Digitalisation, Health, Safety, Environment, and Sustainability (HSES) practices. **Impact:** Adherence to Good Governance practices and insights	100%
Key Managerial Personnel	4	Ethics, transparency, human rights, ESG, POSH, Digitalisation, Health, Safety, Environment, and Sustainability (HSES) practices. **Impact:** Adherence to Good Governance practices, behaviour and insights into ESG domain.	100%

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
Employees other than BoD and KMPs	Total number of trainings: **567** Man hours: **81,061**	The organisation implemented a structured training framework comprising 70% technical-based training, 20% safety-based training, and 10% behavioural-based training. This comprehensive approach focused on strengthening functional expertise, reinforcing safety consciousness, and enhancing behavioural competencies **Impact:** Bringing overall improvement in employee performance and contributing to enhanced organisational efficiency	**100%**
Workers	Total number of trainings programmes: **719** Workforce involved: **27337**	Programs related to: i. Human Rights & Child Labour ii. POSH awareness iii. Safety Trainings iv. Quality tools & functional equipment related training **Impact:** Insights and awareness w.r.t productivity, safe and secured working conditions.	**100%**

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

   During FY 2025-26, there were no material fines/penalties/punishments/awards/compounding fees/settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 imposed on the Company or its Directors/KMPs.

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

Not Applicable

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

Code of Business Ethics & Conduct: The Company has laid down two separate Codes of Business Ethics & Conduct:- one for Board Members and Senior Management Personnel (including those deputed in Subsidiaries/Joint Ventures) and another for the employees, in alignment with the Company's vision & mission and aims at enhancing ethical and transparent processes in managing the affairs of the Company and the other employees.

Code of Ethics and Compliance Standards define the desirable and non-desirable acts and conduct for the employees and extend to all employees working with it (including those deputed in Subsidiaries/Joint Ventures). There is a laid down procedure for action in the case of non-compliance with the defined terms as well as for any misconduct.

Whistle Blower Policy: Whistle Blower policy provides a system for disclosures made by employees or complaint of any fraud or suspected fraud involving employees of the Company (all full time, part-time or employees appointed on adhoc/temporary/contract basis) as well as representative of vendors, suppliers, contractors, service providers or any outside agency(ies) doing any type of business with the Company.

The Company has an Anti-Bribery policy and Code of Ethics and Compliance Standard in which anti-corruption has been addressed. These policies can be accessed through the web-link provided: https://www.pcblltd.com/responsibility/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:**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of	Nil	Not applicable	Nil	Not applicable
Conflict of Interest of the Directors				
Conflict of Interest of the KMPs				

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

Not Applicable as no cases of corruption and conflicts of interest were notified in the reporting period.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	91	91

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	8%*	N.A.
	b. Number of trading houses where purchases are made from	1*	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%*	N.A.
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	N.A	0.01%
	b. Number of dealers/distributors to whom sales are made	N.A	4
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	N.A	100%
Share of RPTs in	a. Purchases(Purchases with related parties/Total Purchases)	0.99%	0.85%
	b. Sales (Sales to related parties/Total Sales)	2.26%	2.41%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/Total Investments made)	99.98%	99.98%

*For Trading House, only the major raw material consumption is considered which is contributing to more than 85% of the procurement. This reporting is initiated from this financial year. Going forward data entire procurement will be considered.

Leadership Indicators

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

Total number of awareness held	Topics/principles covered under the training	Percentage of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes
27	All critical suppliers (raw material, packaging, refractory suppliers) were made aware of ESG and QMS requirements in sustainable procurement as envisaged by PCBL and their role in the same during one-on-one meetings.	92.4% of Critical Suppliers

2. Does the Company have processes in place to avoid/manage conflict of interests involving members of the Board? If yes, provide details of the same.

Yes, we have laid down guidelines to manage or avoid conflict of interest involving members of the Board.

These guidelines are incorporated in the organisation's 'Code of Conduct' [CoC] for Board of Directors and Senior Management. All applicable members are expected to dedicate their best efforts and decisions to advance the Company's interests. Any situation that involves or reasonably expected to involve in a conflict of interest shall be promptly reported.

The COC covers the following aspects of Conflict of Interest:

- Corporate Business Opportunity
- Payment or gift from others
- Company property
- Confidential Information

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 Company, respectively.

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	34%	23.25%	PCBL pioneers innovative carbon black technologies to optimise fuel and energy efficiency. Through sustainable product development, PCBL proactively align with global regulations and champion a robust circular economy. PCBL R&D team is leveraging advanced carbonaceous and non-carbonaceous materials to drive the future of sustainable mobility and energy storage.
Capex	19%	63.09%	

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

Yes, PCBL has a well-defined Sustainable Procurement Policy and Supplier Code of Conduct for sustainable sourcing.

The Company adopts standardised procurement processes which integrates ethical, environmental and social criteria. The Company also engages with its suppliers to sensitise them on sustainability issues which can pose a threat to its business operations and in turn can impact on its business continuity. The 'Supplier Code of Conduct' sets standards aligned with the SDGs Principles, which are expected to be followed by suppliers engaged in business with the Company.

PCBL has partnered with EcoVadis to share the best sustainability practices, and assess sustainability performance of its key suppliers as a part of PCBL's Sustainable Procurement program.

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

92.4%

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.

Our product, carbon black, serves as a critical input in the manufacturing of tyres, technical rubber goods, plastics, fibres, inks, paints, and coatings. As part of our sustainability efforts, we have initiated collaborations with select manufacturing partners to recover carbon black from end-of-life tyres. In parallel, we are actively exploring future opportunities to enhance circularity, including the reclamation of recovered carbon and the utilisation of tyre pyrolysis oil.

Additionally, we have partnered with customers to implement a circular approach for plastic pallets used in the handling and transportation of our products. These pallets are collected, reclaimed, and returned to the same customers with subsequent consignments. This initiative reduces the reliance on virgin plastic, lowers greenhouse gas emissions, and minimises waste disposal.

We are also procuring recycled plastics for our packaging material.

We are also evaluating opportunities to reuse packaging materials, further strengthening our commitment to resource efficiency and sustainable practices.

4. Whether Extended Producer Responsibility (EPR) is applicable to the Company's activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. Extended Producer Responsibility (EPR) is applicable to the Company's activities for Plastic. The waste collection plan is in line with the EPR plan submitted to Pollution Control Boards and the Company received EPR certification during the reporting year.

The Company has obtained EPR authorisation from the Central Pollution Control Board (CPCB) under Registration No. BO-22-000-12-AABCP5762E-25.

Leadership Indicators

1. Has the Company conducted Life Cycle Perspective/Assessments (LCA) for any of its products?

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 (Y/N)	Results communicated in public domain (Y/N). If yes, please provide the web link
1920	Carbon black	85.5%	Cradle to Gate. It includes the impact associated with raw materials production, upstream transportation, manufacturing process, electricity & steam generation, packaging	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
Carbon Black	No detrimental risk found	N.A.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Raw Material	0.004%	0.004%
Packaging Material	12.8%	9.2%

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)*	58.14MT**	661.79	844.33	63.04 MT**	383.96	753.08
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other Waste	NIL	NIL	NIL	NIL	NIL	NIL

*EPR Target for Plastic for FY25 and FY26 is included for this financial year and last financial year data

** Reused Plastic-taken back from customer

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
Packaging Material	1%*

*Includes the total packaging material reclaimed as a percentage of the total packaging material used for supplying finished products.

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

Essential Indicators

1. a. **Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,027	1,027	100%	1,027	100%	0	NA	1,027	100%	-	-
Female	80	80	100%	80	100%	80	100%	NA	NA	-	-
Total	**1,107**	**1,107**	**100%**	**1,107**	**100%**	**80**	**100%**	**1,027**	**100%**	**-**	**-**
Other than Permanent employees*											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

*The well-being of other than permanent employees are managed through contractual terms and conditions.

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day 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	243	243	100	243	100	NA	NA	243	100	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**243**	**243**	**100**	**243**	**100**	**-**	**-**	**243**	**100**	**-**	**-**
Other than Permanent workers											
Male	683	683	100	683	100	NA	NA	-	-	-	-
Female	16	16	100	16	100	16	100	-	-	-	-
Total	**699**	**699**	**100**	**699**	**100**	**16**	**100**	**-**	**-**	**-**	**-**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company	5.22%	4.15%

2. Details of retirement benefits, for FY 2025-26 and FY 2024-25:

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employee 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.)
Provident Fund	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
EESI/Similar benefit (Eligible employees as per law)	-	100	Yes	-	100	Yes

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employee 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.)
Others –	Not applicable					

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

In conformance with our Equal Employment Opportunity Policy as well as the employee Code of Conduct, we are an employer providing equal opportunity to all the employees and ensure that the Company fulfils the requirements of the Rights of Persons with Disabilities Act, 2016. All PCBL offices are equipped with necessary infrastructure so as to ensure easy access to persons with disabilities. We have dedicated ramps at the office entrances. Special toilets have been designed for persons with disabilities. Elevators are available in our multi-storey office buildings to ensure that no inconvenience is faced by our physically challenged employees. We take special care in assigning the jobs to them so that their physical limitations do not come in the way of their performance and career aspirations.

4. Does the Company 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, our ‘Equal Employment Opportunity Policy’ showcases our commitment to equal opportunity. Our unwavering commitment to delivering value while nurturing and promoting diversity across our operation aids in promoting an environment of trust, empathy and mutual respect.

The policy can be accessed at https://pcblltd.com/responsibility/policies

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

All the employees who took parental leave during the reporting year, returned to work and have been retained till present.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	70%	100%	100%
Female	50%*	75%	100%	100%
Total	**98.72%***	**71%**	**100%**	**100%**

*Total 2 People availed and one person is on leave and yet to join

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	Workers can raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues. Grievance/Suggestion box have been placed in conspicuous places to drop their concerns, and it is addressed by plant HR. The Union also brings the issues direct to HR/IR Head for resolution. Quarterly Townhall meetings chaired by Plant Head are conducted to redress issues, if any.
Other than Permanent Workers	Contractual workers can also raise their issues through sectional head, HOD, and Unit Head in the respective order who resolve the issues.
Permanent Employees	'Sampark', a virtual interactive session, is conducted once in a quarter for teams to connect with our MD and senior leadership team in which employee grievances are addressed.
Other than Permanent Employees	NA

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

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	Nil	Nil	Nil	Nil	Nil	Nil
- Male	Nil	Nil	Nil	Nil	Nil	Nil
- Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers	**243**	**243**	**100**	**255**	**255**	**100**
- Male	243	243	100	255	255	100
- Female	0	0	NA	0	0	NA

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8. **Details of training given to employees and workers:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1027	1027	100	987	96	999	999	100	943	94.4
Female	80	80	100	69	86	66	66	100	58	87.9
Total	**1107**	**1107**	**100**	**1056**	**95**	**1065**	**1065**	**100**	**1001**	**94.0**
Workers*										
Male	243	243	100	243	100	255	255	100	255	100
Female	0	0	0	0	0	0	0	0	0	0
Total	**243**	**243**	**100**	**243**	**100**	**255**	**255**	**100**	**255**	**100**

*Permanent workers

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

Category	FY 2025-26 (Current Financial year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1027	1027	100	999	999	100
Female	80	80	100	66	66	100
Total	**1107**	**1107**	**100**	**1065**	**1065**	**100**
Workers*						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

*There is no internal review of performance and career development for workers.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the Company? If yes, the coverage such system?

PCBL maintains a robust Occupational Health and Safety Management System across all its manufacturing units, each certified under ISO 45001:2018. This system is a critical component of our commitment to operational excellence and employee well-being.

Our Safety, Health and Environment (SHE) Policy outlines the framework for creating a secure and hazard-free workplace. Under this policy, a structured occupational health and safety programme has been implemented at every plant, emphasising safety awareness for employees, contractors, and vendors. The objective is clear — to achieve zero incidents and injuries.

Daily 'Toolbox Talks' are conducted before the commencement of any task to reinforce safety protocols and build a safety-first culture. Safety signage and caution boards are strategically positioned throughout the plant premises to communicate potential hazards and promote best practices. In addition, all visitors, customers, and business associates must complete a mandatory safety induction through digital training kiosks/Induction video prior to entering the facility.

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

PCBL follows a structured and proactive approach to identifying and mitigating workplace hazards using industry-recognised methodologies such as Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (HAZOP), and Job Safety Analysis (JSA). HIRA is applied to routine operations, while HAZOP and JSA are utilised for new projects and critical activities to systematically evaluate and control risks.

A robust Learning Event (LE) reporting system ensures timely identification, documentation, and resolution of potential hazards. The Permit to Work (PTW) system is rigorously implemented across all facilities for non-routine activities, ensuring that appropriate precautions are taken before and during task execution.

Every new project undergoes a Pre-Start-up Safety Review (PSSR) to confirm compliance with safety requirements prior to commissioning. Regular audits, including targeted flash audits focused on the PTW system, are conducted by trained safety committee members. In addition, ISO 45001:2018-certified internal auditors perform periodic assessments to identify risks and drive timely corrective actions.

Competent Safety, Health, and Environment (SHE) teams at all manufacturing sites oversee the implementation of HIRA, PTW systems, and continuous improvement initiatives, ensuring a strong and effective occupational health and safety management culture across the organisation.

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

Yes, PCBL has implemented the Learning Events (LE) system across all its facilities to promote a proactive safety culture. In the last year, we integrated the reporting system in digital platform to encourage and ease the process of reporting. This platform enables employees to report unsafe conditions, unsafe acts, and near-miss incidents in a structured and timely manner.

The primary objective of the LE system is to identify job-related hazards early and initiate preventive or corrective actions. By addressing risks at the source, PCBL ensures a safer, more responsive workplace for employees and workers across all operations.

We have safety committee with worker representatives at all our manufacturing sites to actively report work related hazards to the management

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d. Do the employees/worker of the Company have access to non-occupational medical and healthcare services?

PCBL prioritises the health and well-being of its workforce by providing access to Occupational Health Centres (OHCs) at all plant locations. These centres offer non-occupational medical consultations and primary healthcare services to employees and workers on-site.

To strengthen health safety, the Company offers group medical insurance coverage to all employees. Additionally, Memoranda of Understanding (MoUs) have been signed with nearby hospitals to ensure immediate medical support in case of emergencies.

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

Safety Incident/Number	Category *	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.70
Total recordable work-related injuries*	Employees	4	10
	Workers	23	25
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities) (Lost Time Injuries)	Employees	0	0
	Workers	0	2

* The reported cases includes first aid cases

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

PCBL has constituted Safety Committees at all its manufacturing facilities, comprising the Unit Head as Chairperson, the Safety Head as Secretary, departmental heads, and representatives of contract workers. These committees regularly review safety performance at the plant level and initiate corrective actions with management approval.

Workers actively participate in these committees, providing a platform to voice their concerns and suggestions related to workplace safety. This collaborative approach fosters open dialogue between employees and management, enabling informed decisions on health and safety matters.

Comprehensive training is provided to employees on key occupational safety topics such as working in confined spaces, Firefighting, First aid, work at height, Lock Out Tag Out (LOTO), forklift operations, material handling, behaviour-based safety (BBS), use of personal protective equipment, and general safety awareness. We have launched several online modules on safety for the employees in the last year through our learning platform

Annual medical check-ups are conducted for employees and contract workers, with necessary preventive actions taken based on findings. Each plant is equipped with an Occupational Health Centre (OHC) to provide prompt medical assistance when required.

We have robust risk assessment system to identify the risk for routine and non routine activities.

Regular Internal and external safety inspections are carried out to identify and rectify unsafe conditions and practices. Emergency preparedness is ensured through periodic mock drills and awareness programmes. A cross-functional Daily Management Team discusses safety precautions and permit requirements for the next day's planned jobs. These precautions are documented and shared with relevant personnel to ensure safe execution.

Certified first aid responders are available at every plant to handle incidents requiring immediate medical attention. Additionally, safety audits are conducted at least once every quarter by the Safety Committee to identify deviations and ensure timely implementation of corrective actions.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	44 (Pending Zero)			Nil*		
Health & Safety	4 (Pending Zero)					

*Initiated categorization of grievances on working condition and Health and Safety from FY 2025-26

14. Assessments for the year:

% of your plants and offices that were assessed (by Company or statutory authorities or third parties)	
Health and safety practices	100% (ISO 45001:2018 audit by IR class done)
Working Conditions	100% (WASH audit by IR Class done)

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.

A robust accident investigation system based on the 8D methodology is followed, ensuring thorough, fact-based analysis and identification of root causes. Corrective and preventive actions are implemented through a structured approval process, and key learnings are shared across all units to strengthen organisational safety practices. Based on assessments, both engineering and administrative controls have been enhanced, supported by increased monitoring of critical parameters and strict adherence to safety systems such as the Permit to Work framework.

Key interventions include strengthening or replacing vulnerable structures, re-routing pipelines for safer access, and upgrading access systems by replacing straight and monkey ladders with safer alternatives like A-type ladders and staircases. Additional measures such as washroom floor renovations, anti-slip provisions, and targeted safety training programs and awareness modules have been implemented to address identified risks and continuously improve workplace safety conditions

Leadership Indicators

1. Does the Company extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers?

Yes, the Company has a Term Life Insurance Policy in place covering all its Employees and Workers in the event of their death.

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

PCBL closely tracks and monitors whether statutory dues deducted or collected by its value chain partners have been deposited properly and timely with government and credit of same is flowing to PCBL.

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

4. **Does the Company provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

PCBL currently does not offer any such programs.

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	92.4% of our critical value chain partners (by value of business done with such partners) were assessed by using structured questionnaire which includes ESG parameters along with QMS, EMS and OHSMS. PCBL regulates the practices of its suppliers by encouraging them to adhere to applicable laws & regulations in respective areas of operation. They also have a sustainable procurement policy, human rights policy, and supplier code of conduct to ensure all suppliers are aligned to the Company's principles of fair business practices, compliance to environmental laws and industry standards, and prohibition of any kind of child labour. PCBL encourages them to have their own policies and processes in place, ensuring an ethical and sustainable supply chain. All its suppliers are regularly audited against these parameters to find deviations, if any.
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.**

Not applicable. No significant risks/concerns were observed from assessments of selected suppliers with respect to health and safety practices and working conditions.

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 Company.**

PCBL recognises the role of stakeholder partnerships in company's sustainability as reflected in the vision statement. Key stakeholders, affected most by the Company's business are identified based on their involvement in making strategic decisions, minimising risk, providing resources, running the operations smoothly, helping the organisation to reach its goals and in growing the business. We are committed to engaging openly and authentically with our stakeholders to enhance co-operation and mutual support for a sustainable relationship.

Following steps are followed to identify and prioritise the key stakeholders.

a) Understanding and identifying key stakeholders, both general key stakeholders and project-specific, is essential.

b) Determining their impact on Business (Direct or Indirect)

c) Knowing their needs in relation to the business

d) Prioritisation of stakeholders should be based on an evaluation of their influence on the business, as well as the extent to which they are affected by the business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Y/N)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board Website),	Frequency of engagement (Annually/ Half Yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
-Refer Stakeholder engagement section on page 56 of PCBL Integrated Report FY 2025-26.				

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.

PCBL actively engages with stakeholders to understand their expectations and gather insights for identifying focus areas in environmental, social, and governance (ESG) interventions. The Company incorporates stakeholders' views and suggestions into its business strategies and addresses their concerns to strengthen internal systems. The responsibility for sustainability discussions lies with the board-level CSR Committee and Sustainability and Risk Management Committee. Consultations occur through various functions connecting with different stakeholder groups, and feedback is presented quarterly at Business Review Board meetings attended by the Chairman and leadership team. Decisions are then communicated to stakeholders through relevant functions.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. 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 Company.

PCBL maintains regular engagement with a wide range of stakeholders, including investors, shareholders, lenders, suppliers, business partners, the community, employees, and customers. The Company provides essential data and insights to global investors through regular investor presentations, enabling them to make informed decisions. A formal stakeholder engagement process involves direct and detailed consultations with various stakeholder groups to identify critical issues that require immediate attention. Inputs received through stakeholder consultations are presented to the board-level Management Committee to integrate relevant inputs in developing strategies, policies, and goals related to economic, environmental, and social aspects.

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

During the reporting period, no material concerns or grievances were raised by vulnerable or marginalized stakeholder groups. The Company continued to engage with local communities, employees, contract workers, and other stakeholders through regular interactions, CSR initiatives, and established feedback mechanisms. The Company remains committed to maintaining accessible grievance redressal channels and addressing any concerns in a timely, transparent, and responsible manner. Continuous stakeholder engagement helps the Company understand expectations, build trust, and promote inclusive and sustainable growth.

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 Company:

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1107	1107	100	1065	1065	100
Other than Permanent	-	-	-	-	-	-
Total Employees	**1107**	**1107**	**100**	**1065**	**1065**	**100**
Workers						
Permanent	243	243	100	255	255	100
Other Permanent	699	699	100	742	742	100
Total Workers	**942**	**942**	**100**	**997**	**997**	**100**

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1107	Nil		1107	100	1065	Nil		1065	100
Male	1027			1027	100	999			999	100
Female	80			80	100	66			66	100
Other than Permanent	Nil									
Male										
Female										

Workers

Permanent	243		243	100	255		255	100
Male	243		243	100	255		255	100
Female	0		0	0	0		0	0
Other than Permanent	699	Nil	699	100	742	Nil	742	100
Male	683		683	100	726		726	100
Female	16		16	100	16		16	100

3. Details of remuneration/salary/wages paid:

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)– Total salary	7	19,55,25,000	3	33,95,000
Key Managerial Personnel – Total Salary	3	2,87,74,514	-	-
Employees other than BOD and KMP– median remuneration	1024	1007502	80	1064450
Workers- median remuneration	243	457008	-	-

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	13.7	12.1%

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, Human Resource department headed by Chief HR is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

PCBL is committed to fostering an open, inclusive, and respectful workplace where employees are encouraged to voice their concerns, provide feedback, and participate in continuous improvement initiatives. The Company has established “Sampark”, a quarterly virtual interactive platform that enables direct engagement between employees, the Managing Director, and the senior leadership team.

As part of this mechanism, employees are invited to submit suggestions, concerns, and grievances, including those related to workplace practices, employee welfare, and human rights, prior to each session. To promote transparency and encourage open participation, inputs may be shared anonymously, enabling employees to raise concerns without hesitation.

All submissions are reviewed by the leadership team and addressed during the interaction, ensuring that concerns are heard, discussed, and acted upon in a timely and transparent manner. The platform serves as an important channel for two-way communication, strengthening trust between employees and management while creating opportunities for meaningful dialogue on matters affecting the workplace.

Through Sampark, the Company seeks to create a culture of accountability, openness, and mutual respect, where employee feedback contributes to informed decision-making and organizational development. The mechanism also helps identify emerging issues, drive corrective actions where required, and enhance employee experience across the organization.

By providing employees with direct access to senior leadership and a structured forum for grievance redressal, PCBL reinforces its commitment to protecting employee rights, maintaining a positive work environment, and promoting a culture where every individual feels valued, respected, and empowered to speak up.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	Not applicable	1*	NIL	Not applicable
Discrimination at workplace	NIL	NIL		NIL	NIL	
Child Labour	NIL	NIL		NIL	NIL	
Forced Labour/ Involuntary Labour	NIL	NIL		NIL	NIL	
Wages	NIL	NIL		NIL	NIL	
Other human rights related issues	NIL	NIL		NIL	NIL	

* One complaint of sexual harassment was received during FY 2024-25. The Internal Complaints Committee (ICC) initiated an inquiry in accordance with the POSH Act. The respondent resigned during the pendency of the inquiry, and the complainant thereafter provided written consent to close the matter. The case was accordingly disposed of with no pending complaints as on 31 March, 2026.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees/ workers	0	1.5%
Complaints on POSH upheld	0	0

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

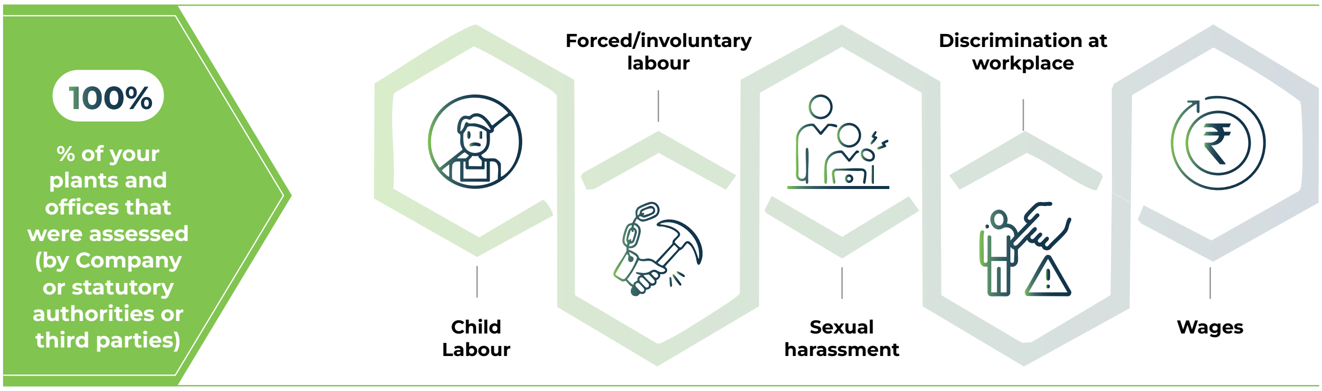
PCBL Vigil mechanism (Whistle Blower Policy) and POSH (Prevention of Sexual Harassment) policy have provisions for addressing complaints pertaining to discrimination, unethical behaviour, actual or suspected fraud or violation of the code of conduct. All complaints are taken up by the Internal Complaint Committees (ICCs), which are governed under strict confidentiality. There are defined procedures to protect the complainant from any retaliatory actions. The policies have ample provisions that provide adequate safeguards against victimisation of employees and Directors and provide direct access to the Chairperson of the Audit Committee in exceptional cases. An employee can also raise any other grievances to the Ethics Committee of the Company. The system is designed to redress the grievance within a defined timeline. The grievances are resolved in a fair and time bound manner maintaining utmost confidentiality. All the pertinent information is maintained by the POSH Committee or Ethics Committee in a secure manner. Moreover, identity of the aggrieved is protected until final investigation is completed.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, all the human rights related requirements are explicitly mentioned in the agreements and contracts entered into with the value chain partners and are mentioned in the Human rights policy.

10. Assessments for the year:

We have defined systems for ensuring compliance with regulatory requirements. There is a Code of Conduct for employees and Suppliers' Code of Conduct to ensure conformity with business ethics and human rights requirements. Also, the human rights criteria are screened during vendor onboarding process. In addition, we review compliance with these requirements during contract execution. In all our business units, it is mandatory to check the age proof documents at the time of recruitment to prevent employment of child labour and during the induction session essential business ethics and human rights related aspects are covered for creating awareness among employees.



Note: All the plants and offices have been internally assessed during the year.

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

Not applicable since there were no significant risks/concerns identified arising from the assessments.

Leadership Indicators

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

None of the Company's business process required any modification introduced as a result of addressing human rights grievances/complaints. We are 100% compliant with human rights related concerns.

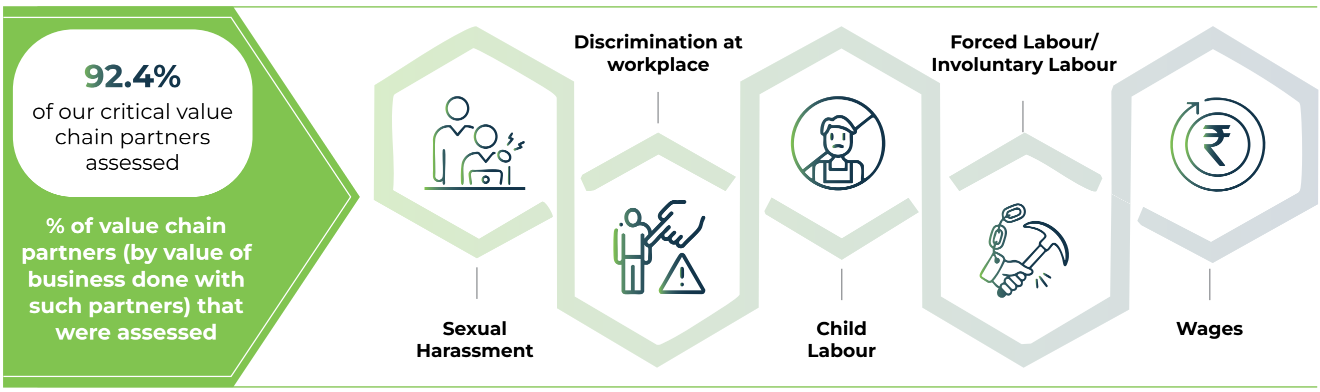
2. Details of the scope and coverage of any Human rights due diligence conducted.

Investigation, internal audit and review are conducted to confirm compliance to Human rights policy. Due diligence covers direct operations and supply chain. The human rights policy, formulated in line with internationally recognised frameworks including the Social Accountability 8000 International Standard and its associated international instruments, is applicable to all its value chain partners. The policy covers different components as compliance to labour laws, continuous engagement with stakeholders on human rights and related matters, diversity at workplace, harassment free workplace, and grievance mechanisms. While the policy highlights the key points of what it intends to achieve, it also mentions that HR department shall be reviewing and updating standards on social policies, and for providing guidance and support to all concerned. We also conduct training sessions for our on-roll and off- roll employees across all units and offices. This enables us to create awareness among our workforce about human rights and their associated impacts.

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

Yes, PCBL offices have infrastructure for easy and equal access for persons with disabilities, including ramps and special toilets.

4. Details on assessment of value chain partners:



Note : Value chain partners have been assessed through second-party audits during the year.

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 risks or concerns were observed while assessing above points during second-party audit at supplier end.

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	FY 2025-26 (Current Financial Year)*	FY 2024-25 (Previous Financial Year)*
From renewable sources		
Total electricity consumption (A)	0.06	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0.06	0
From non-renewable sources		
Total electricity consumption (D) (import)	5550.44	39582.80
Total fuel consumption (E)	27995.66	24996.65
Energy consumption through other sources (F)	37281008.76	36770713.33
Total energy consumed from non-renewable sources (D+E+F)	37314554.86	36835292.78
Total energy consumed (A+B+C+D+E+F)	37314554.91	36835292.78
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	669.19 GJ/Million ₹	623.84 GJ/Million ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) Conversion for PPP has been considered as per **Industry Standards Note on BRSR with Annexure.pdf**	13611.39 GJ/Million US$	13973.96 GJ/Million US$
Energy intensity in terms of physical output	75.30 GJ/MT	74.12 GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity.	-	-

*The calculation methodology was revised for FY 2024-25 and FY 2025-26 to include all fuel and energy inputs, including fuels used as raw materials, resulting in higher reported energy intensity.

Total energy consumption increased during the year, primarily due to changes in the product grade mix and higher production volumes of specialty chemical grades. Additionally, energy usage was elevated as a result of brown-field commissioning activities.

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

Yes. Independent assurance has been carried out by an external third party Forvis Mazars

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

Not applicable

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water withdrawal by source (in kilolitres)		
(i) Surface water	363649	381506
(ii) Groundwater	1224747	1104959
(iii) Third party water	1653098	1485626
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3241494**	**2972090.6**
Total volume of water consumption (in kilolitres)	**3241494**	**2906257.3**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	58.13 KL/million ₹	49.22 KL/Million ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) Conversion for PPP has been considered as per **Industry Standards Note on BRSR with Annexure.pdf**	1182.4 KL/Million US$	1102.5 KL/Million US$
Water intensity in terms of physical output	6.54 KL/MT	5.98 KL/MT
Water intensity (optional) – the relevant metric may be selected by the Company.		

*Surface water includes rainwater collected/harvested inside the plant premises for FY 2024-25 and FY 2025-26.

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

-Yes, independent assessment/evaluation/assurance has been carried out by Forvis mazars

4. Provide the following details related to water discharged:

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

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

-Independent assurance has been carried out by an external agency Forvis mazars

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

- PCBL has taken significant steps to ensure sustainable water management practices across its manufacturing plants. All PCBL plants are Zero Liquid Discharge (ZLD) compliant and are equipped with effluent treatment plant (ETP) facilities. Two of PCBL's plants are equipped with sewage treatment plant (STP) facilities. Wastewater generated during the manufacturing processes is treated and reused, promoting water conservation within the business.
- At the Palej plant, a water treatment plant (WTP) with a capacity of 1650 kilolitres per day (KLPD), an ETP with a capacity of 125 KLPD, and a sewage treatment plant (STP) with a capacity of 107.5 KLPD have been installed. The recycled water from the STP is utilised for gardening purposes, while the recycled water from the ETP is fed back into the water treatment plant for further reuse in operations.
- The Mundra plant features an ETP with a capacity of 268 KLPD, a WTP with a capacity of 2,800 KLPD, and an STP with a capacity of 74 KLPD. To replenish groundwater levels, the plant utilises injection-well technology to recharge filtered rainwater. Monitoring groundwater conditions is facilitated through the installation of piezometers to measure pressure at specific depths.
- In Durgapur, the plant operates an ETP with a capacity of 500 KLPD. To minimise blowdown water for the cooling tower, a side stream filter has been installed. Additionally, the plant has improved water efficiency by replacing existing reverse cooling water (RCW) pumps with undersized pumps, reducing water wastage and enhancing overall efficiency.
- The Kochi plant has an ETP capacity of 130 KLPD. PCBL has implemented a chlorine dioxide (ClO_2) generator and improved the quality of raw water, resulting in a 10% reduction in total water consumption. The reject water from the ultra-filtration process is reused within the system, further optimising water usage.

6. **Please provide details of air emissions (other than GHG emissions) by the Company:**

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
NOx	MT/Year	372.7	180.6
SOx	MT/Year	1175.3	863.1
Particulate matter (PM)	MT/Year	465.3	384.9
Persistent organic pollutants (POP)	Not measured		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

*The increase is primarily attributable to enhanced stack coverage, resulting in improved data availability and verification

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

-Yes, independent assurance has been carried out by an external third party Forvis Mazars LLP.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1013362.39	9,40,056
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1011.51	7998

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO_2e/Million ₹	17.18	16.06
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) Conversion for PPP has been considered as per **Industry Standards Note on BRSR with Annexure.pdf**	tCO_2e/Million US$	370.02	359.66
Total Scope 1 and Scope 2 emission intensity in terms of physical output.	tCO_2e/MT	2.05	1.91
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.			

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

-Yes, independent assurance has been carried out by an external third party Forvis Mazers

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

- PCBL has taken SBTi aligned GHG emission reduction targets during FY 2023-24 Focused improvement projects have been started across all the manufacturing facilities to reduce GHG emission. Several action points including the following have been identified and implementation has been started to reduce our GHG emissions and the progress against each action is being closely monitored.

- We are focused to improve the conversion efficiency of our process by optimizing the existing process condition and upgrading the technology in our process
- Reducing the consumption of fossil based feedstock by replacing it with sustainable raw materials (recovered/ renewable) and thereby reducing our indirect emissions
- Improving the Heat recovery in our process to reduce the input material
- Procuring from local suppliers to reduce emission from upstream transportation
- Delivery of products to our customers from our nearby plants to reduce emission from downstream transportation
- Encouraging virtual meetings to minimise indirect emissions from business travel
- Generation of electricity from the waste gases produced in our operations and utilising the self-generated electricity in our own operations and exporting rest to the grid leading to reduction in Scope-2 emissions and significant GHG offset. In FY 2025-26, PCBL exported 4,11,499 MWH of electricity generated from waste gas through heat recovery to the grid, resulting in the GHG offset of approximately 2,92,165 tCO_2e
- Identifying opportunity for improvement and implementing action plan to make the process more energy efficient.

We have been providing awareness training to our employees to inform them about their roles in GHG emission reduction.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)**
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	240.56	213.57
E-waste **(B)**	1.04	0.16
Bio-medical waste **(C)**	0.03	0.03
Construction and demolition waste **(D)**	0.00	0.00
Battery waste **(E)**	1.51	7.97
Radioactive waste **(F)**	0.00	0.00
Other Hazardous waste. Please specify, if any. **(G)**	1982.19	2697.52*
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3243.46	2334.09
Total (A+B + C + D + E + F + G + H)	5468.78	5,253.34
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.10 MT/Million ₹	0.09 MT/Million ₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	1.99 MT/Million US$	1.99 MT/Million US$
Waste intensity in terms of physical output	0.01 MT/MT of Carbon Black produced	0.01 MT/MT of Carbon Black produced
Waste intensity (optional)- the relevant metric may be selected by the Company (MT of waste per MT of carbon black produced)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2889.87	2717.34
(ii) Re-used	621.03	130.60
(iii) Other recovery operations ((Co Process/Incinerated with Heat recovery)	13.68	
Total	**3524.58**	**2847.97**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.92	3.63
(ii) Landfilling	1943.28	2388.80
(iii) Other disposal operations	-	
Total	**1,944.20**	**2392.43**

* We have reduced landfill quantity considerably by taking several measures in all our manufacturing facility. Here by reduced 18.65 % of diversion to landfill in FY 2025-26 from last financial year.

** FY 2024-25 Disposal and Recovery data restated as per reporting standard and there is No change in the total

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

-Yes, independent assurance has been carried out by an external agency Forvis Mazars LLP.

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.**

PCBL follows a structured and compliant approach to waste management by categorising waste into hazardous and non-hazardous types, with further classification into specific categories. Disposal methods are selected based on waste type, strictly adhering to the guidelines prescribed by Pollution Control Boards and other regulatory authorities.

To minimise waste generation and landfill dependency, the Company implements Focused Improvement Projects (FIPs) that target reduction at the source. A centralised scrapyard is maintained at each plant to enable efficient segregation and responsible disposal of waste materials.

A dedicated team is responsible for overseeing scrap management and regularly conducts awareness programmes for employees. Standard operating procedures (SOPs) have been developed to streamline the waste management process across all facilities.

PCBL ensures that employees are well-informed through both virtual and classroom training sessions focussed on waste generation, safe handling, and environmental impact. The Company also maintains detailed records of waste sold to authorised third parties. These initiatives reflect PCBL's commitment to sustainable operations and responsible environmental stewardship.

11. **If the Company 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:**

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.
Nil			

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

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

13. **Is the Company 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. If not, provide details of all such non-compliances:**

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

The Company is totally 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.

Leadership Indicators

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

For each facility/plant 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 :

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
i) Surface water		
ii) Ground water		
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 Company		
Water discharge by destination and level of treatment (in kilolitres)	Nil All the units of PCBL are Zero Liquid (ZLD) Discharge compliant. None of our site is located in water stress area as per CGWA	
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Data is restated for FY25. The water stress area is been classified and corrected based on BRSR guidelines

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

Yes, Independent assurance has been carried out by an external third party named Forvis Mazars LLP.

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1062583	1063197
Total Scope 3 emissions per rupee of turnover	tCO_2e/Million ₹	18.00	18.01
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the Company	tCO_2e/MT	2.14	2.14

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

Yes, independent assurance has been carried out by an external third party M/S Forvis mazars

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 Company on biodiversity in such areas along-with prevention and remediation activities.**

   Not applicable

4. **If the Company 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Infrastructure: Co-generated electricity	Co-generated steam and electricity is produced by utilising the heat & chemical energy of tail gas generated in the manufacturing process of carbon black. Electricity thus produced is exported to the power grid after meeting our own power requirements.	By doing so, we offset the GHG emissions that would have been caused by using fossil fuels to produce the same amount of electricity. Power generation and export from our co-generation facilities increased due to efficiency improvement initiatives over the last year, contributing to the offset of emissions that would otherwise have been produced from fossil fuel-based energy sources.
2	Infrastructure: Rain water harvesting	Installation of rain water harvesting system	Reduction in raw water consumption and reducing consumption of natural resources
3	Technology: High Pressure PFS System	Increasing the Pressure of Reactor nozzle to increase leading edge penetration and hence higher utilisation of energy in the reaction zone.	Improvement in conversion ratio and GHG reduction
4	Technology: EV Vehicle	We are converting Diesel vehicle into EV vehicle	GHG reduction
5	Technology: VFD for Equipment	Added VFD for the equipment to reduce energy consumption	Reduced GHG emission
6	Technology: Energy efficient equipment	Upgraded old inefficient equipment and motor with efficient motors	Reduced GHG emission
7	Technology: Improving efficiency of filter bags	Installation of PTFE coated filter bags	Reduction in Particulate Matter (PM) emissions and reducing impact on environment
8	Waste Reduction	Installed dryer for drying sludge	Reduced landfill rate
9	Variable frequency drives	Installed VFD drives for Pin mixer, RAL	Reduced power consumption
10	Screw Compressor	Upgradation of system with Screw compressor by replacing in efficient screw compressors to improve the efficiency	Improvement in energy efficiency
11	Silencer for PAB	Silencer installed to reduce the noise pollution	Reduction in Noise Pollution

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
12	Sewage Treatment	Installed 7KLD sewage treatment plant	Improving water quality
13	Advanced Process Material and Equipment Enhancement	Developed and implemented enhanced high-temperature process materials and equipment solutions across key production units, improving operational stability and supporting higher production efficiency.	Reduced GHG emission, enhanced productivity, improved process reliability, and more efficient utilization of raw materials and energy resources.
14	Capacity De-bottlenecking Initiatives	Undertook targeted De-bottlenecking projects across major production lines to optimize asset utilization and unlock additional production capacity from existing infrastructure.	Higher productivity, improved asset utilization, and more efficient use of resources, supporting sustainable operations
15	Process Automation and Smart Manufacturing	Advanced the digital transformation journey through Industry 4.0 initiatives, including automation of critical operational sequences, resulting in greater process standardization, efficiency, and operational reliability.	Enhanced process efficiency, reduced manual intervention, optimized resource utilization, and strengthened data-driven decision-making.
16	Production Line Design Optimization	Executed strategic modifications to critical process equipment and production line configurations, resulting in improved operational performance and enhanced manufacturing throughput	Reduced GHG emission, Increased productivity, improved resource efficiency, and reduced process losses

5. **Does the Company have a business continuity and disaster management plan?**

   Yes, PCBL has a business continuity and disaster management plan in place. The same is available on the website of the Company and can be accessed at the link: https://www.pcblltd.com/responsibility/policies.

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

   PCBL recognises that its value chain can have negative environmental effects, including increased GHG emissions, air and water pollution, solid waste generation, and high energy consumption. To address these concerns, the Company has implemented a procurement process that integrates ethical, environmental, and social considerations. PCBL actively collaborates with its suppliers and customers to raise awareness about environmental and social issues and encourages the adoption of sustainable practices.

The Company takes specific actions to reduce greenhouse gas emissions, pollutants, and water consumption within the entity and across its value chain, while promoting the use of renewable energy sources.

The Company has identified eleven categories of scope-3 GHG emissions that are relevant to the Company's operations and has included them in the Company's GHG inventory of FY 2025-26. The Company, thus, continues to take substantial measures to reduce its GHG emissions across its value chain.

PCBL also conducts second party audits to ensure suppliers adhere to the principles of sustainable practices. PCBL also advocates for the use of substitutes for hazardous materials and emphasises proper waste management practices. Efforts are made to minimise waste sent to landfills by means of reuse, recycle and recover. Digital processes are encouraged to reduce paper usage and streamline operations.

Additionally, PCBL promotes optimised packaging materials and loadability to minimise environmental impact. The Company opts for coastal movement of materials instead of road transport, wherever possible, to decrease greenhouse gas emissions. Furthermore, PCBL engages with major raw material suppliers for sustainable supply chain management and supports the growth of small and medium-sized local suppliers. These initiatives demonstrate PCBL's dedication to responsible and sustainable practices across its value chain.

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

During FY 2025-26, 92.4% of our total suppliers (by value) of PCBL were assessed.

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

1. By the listed entity – Nil
2. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

PCBL Chemical Limited has taken a target of 5000 number of plantations in FY 2025-26 and has been able to plant 6,000+ trees across all its sites in FY 2025-26.

Though registration, verification of plantation related activities and trading any green credits has not yet started, PCBL Chemical Limited is committed to align with the Green Credit Program of Ministry of Environment, Forest and Climate Change (MoEFCC) and to support green credit initiatives in near future.

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.**

During the year, PCBL had active affiliations with 11 such 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 Company 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	Indian Chamber of Commerce (ICC)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	All India Management Association (AIMA)	National
5	Federation of Indian Export Organisations (FIEO)	National
6	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)	National
7	All India Rubber Industries Association (AIRIA)	National
8	National Safety Council	National
9	India Energy Storage Alliance (IESA)	National
10	Volta Foundation	International
11	Bengal Chamber of Commerce and Industry (BCC&I)	State

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

The Company has not engaged in any anti-competitive conduct.

Leadership Indicators

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

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
No such positions advocated					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Yes, we have done the impact assessment. For further details, please refer to 'Annexure - C' to the Board's Report - Report on Corporate Social Responsibility (CSR) activities.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company:

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 ₹)
Not applicable						

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

PCBL's CSR Committee at the Board level oversees CSR activities, along with the corporate CSR team. Plant-level CSR teams handle stakeholder grievances and engage with the community directly or through implementing agencies. Grievances received are communicated to the CSR team and discussed with the board-level committee in quarterly meetings. Resolutions are then conveyed back to the community members or their representatives.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	12.28%	10.05%
Directly from within India	34.9%	30.97%

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	12%	12%
Semi- urban	21%	23%
Urban	15%	16%
Metropolitan	52%	49%

*The India reporting boundary has been considered and the FY25 data has been corrected accordingly

(Place to be categorised 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):**

   Not Applicable.

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

   *The Company has not undertaken any CSR projects in the aspirational districts identified by government bodies during the reporting period

   * For further details, please refer to 'Annexure - C' to the Board's Report - Report on Corporate Social Responsibility (CSR) activities.

3. **(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups?**

   PCBL recognises the importance of small and medium-sized suppliers (SME) and has implemented mechanisms and policies to support their growth. SME in the carbon black industry face challenges due to limited infrastructure and capabilities. To address this, PCBL has established a strategic development roadmap for local manufacturing, specifically for packaging, machineries, and spares. The Company now procures paper bags locally for automatic packaging machines instead of importing them. They have also developed local manufacturers for various machineries and spares through knowledge sharing and technology transfer. The goal is to meet international standards and reduce dependence on imports. PCBL is actively working on developing APH locally, a crucial equipment in the carbon black manufacturing process. These initiatives contribute to the growth and development of local suppliers while ensuring quality and reliability in the supply chain.

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

   As part of its procurement practices, the Company actively identifies and develops diverse supplier groups.

   The Company takes a proactive approach in procuring from these vulnerable suppliers, reinforcing its commitment to supporting and empowering diverse businesses within its supply chain.

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

   The Company shall strive to establish mechanisms for capturing the required data in the coming years.

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

   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.**

   Not applicable

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

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	**Education support:** Smart boards, digital learning tools, scholarships, school supplies, and inclusive programs for Anganwadi and specially abled children.	83,858	100%
2.	**Infrastructure development:** Renovation of schools, Anganwadi centres, safe drinking water, sanitation, and civic facilities like roads, sheds, and pathways.		
3.	**Healthcare assistance:** Aid for medical treatment, support to hospitals, ambulances, and strengthening health institutions.		
4.	**Women empowerment:** Providing sewing machines to women in the unorganised sector.		
5.	**Animal welfare:** Supplying fodder and supporting Gaushalas.		
6.	**Environmental sustainability:** Tree plantation, dust suppression, greenbelt development, and beautification drives.		
7.	**Public safety & amenities:** Traffic mirrors, handrails, waiting sheds, and shelters.		
8.	**Youth & child development:** Sports equipment, athletic meets, nutrition support, and holistic child welfare.		
9.	**Community & institutional support:** Assistance to NGOs, cultural centres, police stations, and local authorities.		

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 complaints are logged in the SAP system with relevant details and forwarded to the Technical Services (TS) coordinator. The complaint is reviewed by the functional head of the plant, and if justified, immediate containment actions are taken. Root cause analysis is conducted by a Cross Functional Team (CFT), and an action plan is sent for approval. The RCA/CAPA report is reviewed and shared with the TS coordinator. Once closed in SAP, a system-generated email with the RCA report is sent to the marketing team for customer submission. Timely resolution is targeted within 15 days, and feedback is collected post-resolution to address customer concerns and improve satisfaction.

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%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	No Complaint received	Nil	Nil	No Complaint received
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others	13	0	Reported customer complaints are related to product processing and application	21	0	Reported customer complaints are related to product processing and application

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

There were no product recalls during the reporting year.

	Number	Reasons for recall
Voluntary recalls	None	
Forced recalls	None	

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

All sites of PCBL are certified with ISO 27001:2022 on Information Security Management Systems (ISMS). PCBL has implemented an End User Mobility & Data Security Policy available on their internal employee portal. They follow ISMS guidelines and utilise the SAP Document Management System to store critical documents securely. The Sapphire IMS platform is used for IT incident logging and asset management, improving support and governance. They have successfully completed a SAP DR Drill in Amazon Singapore Server, enhancing IT team confidence in data security and availability during disasters, while saving costs. The initiatives ensure data confidentiality, integrity, availability, and efficient IT management.

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 as no such issue and incident has been reported during the reporting period.

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 Company can be accessed (provide web link, if available).**

   The product related information can be accessed at Company's website at -https://www.pcblltd.com

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

   Safety Data Sheet (SDS) containing all the relevant information is available on Safety Data Sheet (SDS) - PCBL Chemical Limited (pcblltd.com) and also communicated to customers separately.

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

   The information related to any risk of disruption/discontinuation of essential services is communicated to consumers through e-mails.

4. **Does the Company display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your Company carry out any survey with regard to consumer satisfaction relating to the major products/services of the Company, significant locations of operation of the Company as a whole?**

   PCBL places a high priority on customer satisfaction and goes the extra mile to provide additional product information. They issue Certificates of Analysis (COA) to customers, capturing details of material quality and manufacturing information. The product packaging includes essential information such as grade, manufacturing unit, quantity, date of manufacturing, batch number, bag number, company name, and handling instructions.

   To ensure customer engagement and address queries or concerns, PCBL conducts virtual meetings using platforms like Microsoft Teams, Google Meet, and Zoom. They also make courtesy visits to customers and channel partners, attend trade shows, conferences, and maintain regular telephonic discussions. Major customers in the international market are visited quarterly, while tyre customers are visited weekly, non-tyre customers monthly or bi-monthly, and retail customers every 3 to 6 months.

   PCBL has established a robust complaint handling system and customer-specific requirement management system through SAP. They utilise assigned web portals to effectively address and mitigate customer grievances, risks, and disagreements. Regular participation in market-specific trade shows and national and international conferences further strengthens their customer engagement efforts.

For and on behalf of the Board of Directors

Dr. Sanjiv Goenka
Chairman
(DIN 00074796)

Place: Kolkata
Date: 30 April, 2026

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

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Independent Assurance Statement

To the Management of PCBL Chemical Limited

PCBL Chemical Limited (Corporate Identity Number: L23109WB1960PLC024602, hereafter also referred to as 'PCBL' or 'the Company') has engaged Forvis Mazars LLP ('Forvis Mazars', 'us' or 'we' or 'our') to undertake independent assurance of the Company's disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2025-26. The disclosures include BRSR Core as per Annexure 17A and the non-financial disclosures as per Annexure 16 of the Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.

Our Conclusion:

Reasonable level of Assurance- BRSR Core

Based on the review performed and the procedures undertaken to obtain a reasonable level of assurance, Forvis Mazars concludes that, in all material respects, the BRSR Core Key Performance Indicators (KPIs) across the nine ESG attributes (as detailed in Annexure I of this statement) for FY 2025-26 have been reported in accordance with the requirements specified in the Industry Standard on Reporting of BRSR Core.

Limited Level of Assurance- BRSR Disclosures other than core

Based on the assessment undertaken, nothing has come to our attention to suggest that the non-financial disclosures (as listed in Annexure II of this statement) in BRSR do not properly adhere to the reporting requirements as per BRSR reporting guidelines in Annexure 16 of SEBI's Master Circular.

Scope of Work

The scope of our engagement includes a reasonable level of assurance for the 'BRSR Core' attributes and a limited level of assurance for 'BRSR Disclosures other than core', for the FY 2025-26, in accordance with the identified sustainability information and criteria listed below.

We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on a standalone basis. The boundary includes the following locations and offices inclusive of owned and leased workplaces:

SL No.	Location Type	Address
1	Registered Office	Duncan House, 31 Netaji Subhas Road, Kolkata – 700001, West Bengal
2	Corporate Office	RPSG House, 4th Floor, 2/4 Judges Court Road, Kolkata – 700027, West Bengal
3	Manufacturing Plant	27, R.N. Mukherjee Road, Dist. Paschim Burdwan, Durgapur – 713201, West Bengal
4	Manufacturing Plant	National Highway No. 8, Palej – 392220, Gujarat
5	Manufacturing Plant	Survey No. 47, SH-46, Village Mokha (Near Vadala), Mundra – 370421, Gujarat
6	Manufacturing Plant	Brahmapuram, Karimugal, Kochi – 682303, Kerala
7	Sushila Goenka Research & Development Centre	National Highway No. 8, Palej – 392220, Gujarat
8	Sushila Goenka Innovation Centre	7822 Ghislenghien, Rue des Foudriers 1, Belgium
9	Regional Office	315, Third Floor, MGF Metropolis, M.G. Road, Gurugram – 122002, Haryana
10	Regional Office	Zenia Building, Hiranandani Circle, Hiranandani Business Park, Thane – 400607, Maharashtra
11	Regional Office	Level 5, Prestige Palladium Bayan, No. 129–140, Greams Road, Chennai – 600006, Tamil Nadu

Forvis Mazars LLP
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Identified Sustainability Information and Criteria

Identified Sustainability Information (ISI) and Criteria are detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to Assurance	Level of Assurance	Reporting criteria used by the Company to prepare Identified Sustainability Information
BRSR Core	April 1, 2025- March 31, 2026	Reasonable	i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended. ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD- POD2/I/3762/2026 dated January 30, 2026, and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024. iii. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. iv. ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.
BRSR Disclosures other than core	April 1, 2025- March 31, 2026	Limited	

Basis of our conclusion

As part of the assurance process, a multidisciplinary team of assurance specialists conducted assurance procedures across the sites of PCBL. Assessment was conducted through on- site visits at 27, R.N. Mukherjee Road, Dist. Paschim Burdwan, Durgapur – 713201, West Bengal and Survey No. 47, SH-46, Village Mokha (Near Vadala), Mundra – 370421, Gujarat and remote verification of other locations.The following activities were undertaken:

BRSR Core – Reasonable level of assurance	BRSR Disclosures other than core – Limited level of assurance
Reviewed the disclosures under the BRSR Core framework, which comprises a set of Key Performance Indicators (KPIs) across nine ESG attributes. These disclosures were evaluated in accordance with the Industry Standard on Reporting of BRSR Core, applying a reasonable level of assurance.	Reviewed the disclosures in line with BRSR reporting guidelines, covering general disclosures, management processes, principle-wise performance (including essential and leadership indicators), and other key metrics specified within the framework. These disclosures were assessed using a limited level of assurance.
Assessed the design and implementation of key systems, processes, and controls established for the collection, management, and reporting of BRSR Core indicators, including an evaluation of operational controls and reporting boundaries.	Gained an understanding of the key systems, processes, and controls established for the collection, management, and reporting of Disclosures other than BRSR Core, and performed sample-based testing to assess adherence to the reporting principles.
Obtained comprehensive evidence across all relevant areas to enable a thorough review of the BRSR Core indicators and engaged directly with stakeholders to gather insights and supporting evidence for each disclosed indicator.	Collected and assessed documentary evidence and management representations to support compliance with the reporting principles. A risk-based approach was applied, focusing assurance efforts on areas of high material significance to the Company's operations and its key stakeholders.
The audit team conducted an on-site audit to perform data testing, assess consistency in reporting processes, and carry out quality checks at selected sites and offices. Sites selected for data testing and evaluation of reporting systems were determined based on their contribution to the reported indicators, and the nature of reporting systems in place.	The audit team conducted on-site audit at selected sites and offices, carrying out sample-based assessments of site-specific data disclosures.

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Management's Responsibility

PCBL has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR Disclosures other than core. The company is responsible for maintaining processes and procedures for collecting, analysing and reporting the information and also, ensuring the quality and consistency of the information presented in the BRSR. PCBL is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

Inherent limitations

The assurance engagements are conducted on the assumption that the data and information provided by the Company for our review have been supplied in good faith and are accurate, complete, adequate, authentic, and free from any material misstatements.

1) Forvis Mazars has not participated in the evaluation or assessment of the Company’s financial data or performance. Its opinion on specific BRSR Core Attribute 8 (“Number of days of accounts payable”), Attribute 9 (“Openness of business”), and all BRSR indicators expressed in currency or INR is based on the audit performed by the Company’s statutory auditors. Accordingly, Forvis Mazars assumes no responsibility for the financial data presented in the Company’s audited financial statements.
2) Data relating to operations outside the defined assurance boundary is excluded from this engagement, unless explicitly stated otherwise in this report.
3) This assurance does not cover statements made by the Company that reflect opinions, claims, beliefs, aspirations, expectations, objectives, or forward-looking intentions. Furthermore, any assertions concerning Intellectual Property Rights or other competitively sensitive matters are outside the scope of this engagement.
4) The assessment does not extend to evaluating the Company’s strategy or any related linkages presented in BRSR, as these elements fall beyond the assurance scope.
5) Additionally, this engagement does not include mapping BRSR against reporting frameworks other than those specifically referenced. Any evaluation or comparison with other frameworks is excluded from the scope.
6) Content within the BRSR that lies outside the defined scope and boundary has not been subjected to assurance, as the review is confined to the specified parameters.
7) Finally, this assurance engagement does not include an assessment of legal compliance. Ensuring adherence to applicable laws and regulations remains the responsibility of the Company.

Our Independence and Quality Control

1) We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

2) Our firm applies International Standard on Quality Management (‘ISQM’) 1, “Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements” and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

In performing this assurance work, Forvis Mazars’ responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. Forvis Mazars disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. Our responsibility is solely to the Company in accordance with the terms of our engagement. We do not accept or assume responsibility to any party other than the Company for our work, this assurance statement, or the conclusions we have reached, except where expressly agreed in writing or as required by law.

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We conducted our engagement in accordance with the *International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information"*, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we plan and perform our engagement to obtain reasonable or limited assurance, as applicable, about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria and to issue a report.

Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., April 01, 2025 - March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Restriction on use

Our Reasonable and Limited Assurance report has been prepared and addressed to the Management of "PCBL Chemical Limited" at the request of the Company solely, to assist the Company in reporting on its sustainability performance and activities.

Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **FORVIS MAZARS LLP**

Firm Registration No.: AAI-2887

FORVIS MAZARS LLP

Suddhwa. S. Mukherjee

Suddhwasattwa Mukherjee
Partner

Gurugram, India
27-07-2026

Forvis Mazars LLP
51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444

www.forvismazars.com/in

Annexure I

BRSR Core Disclosures– Reasonable level of assurance

BRSR Core KPIs			
S. No.	**Attribute**	**Principles and Indicator reference**	**Parameter**
1.	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and Scope 2 emissions 2. GHG Emission Intensity (Scope 1+2)
2.	Water Footprint	Principle 6, E-3 Principle 6, E-4	1. Total water consumption 2. Water consumption intensity 3. Water Discharge by destination and levels of Treatment
3.	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy Intensity
4.	Embracing circularity- details related to waste management by the entity	Principle 6, E-9	1. Total waste generated 2. Waste Intensity
5.	Enhancing Employee Wellbeing and Safety	Principle 3 – E1 (c) Principle 3 – E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6.	Enabling Gender Diversity in Business	Principle 5 - E3 (b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7.	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8.	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss/ breach of data of customers as percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties

Forvis Mazars LLP

Regd. Office: 106, 107 Mercantile House, 15, Kasturba Gandhi Marg, New Delhi 110001, India Tel: +91 11 4368 4444

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Annexure II

BRSR Disclosures other than Core - Limited level of assurance

BRSR section / principle	Fully non-Core disclosures to be covered
Section A: General Disclosures	Indicators 1–26, including all applicable sub-parts: 19(a)–(c), 20(a)–(b), 23(a) and 24(i)–(iii)
Section B: Management and Process Disclosures	Disclosure Questions 1(a)–(c), 2–12, across Principles 1–9
Principle 1	Essential Indicators: 1, 2, 3, 4, 5, 6 and 7 Leadership Indicators: 1 and 2
Principle 2	Essential Indicators: 1, 2, 3 and 4 Leadership Indicators: 1, 2, 3, 4 and 5
Principle 3	Essential Indicators: 1(a), 1(b), 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14 and 15 Leadership Indicators: 1, 2, 3, 4, 5 and 6
Principle 4	Essential Indicators: 1 and 2 Leadership Indicators: 1, 2 and 3
Principle 5	Essential Indicators: 1, 2, 3(a), 4, 5, 6, 8, 9, 10 and 11 Leadership Indicators: 1, 2, 3, 4 and 5
Principle 6	Essential Indicators: 2, 5, 6, 8, 10, 11, 12 and 13 Leadership Indicators: 1, 2, 3, 4, 5, 6 and 7
Principle 7	Essential Indicators: 1 and 2 Leadership Indicator: 1
Principle 8	Essential Indicators: 1, 2 and 3 Leadership Indicators: 1, 2, 3, 4, 5 and 6
Principle 9	Essential Indicators: 1, 2, 3, 4, 5 and 6 Leadership Indicators: 1, 2, 3 and 4

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