



Date : 02.09.2026

Place: Hyderabad

BSE Limited PhirozeJeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip code: 513228	The National Stock Exchange of India Limited BandraKurla Complex, Bandra East Mumbai - 400 051 Scrip Symbol: PENIND
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2025-26 - Reg.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which forms an integral part of the Annual Report 2025-26 of the Company.

Kindly take the same on record.

Thanking You,

Yours faithfully,

for Pennar Industries Limited

Mirza

Mohammed

Ali Baig

Mirza Mohammed Ali Baig

Company Secretary & Compliance Officer

ACS29058

Digitally signed by Mirza
Mohammed Ali Baig
Date: 2026.09.02
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Corporate Office:

Pennar Industries Limited

7th Floor, #2-91/14/8/PIL/10&11, White Fields,
Kondapur, K.V. Rangareddy, Serilingampally,
Hyderabad, Telangana, INDIA, 500 084

Registered Office:

Pennar Industries Limited

7th Floor, #2-91/14/8/PIL/10&11, White Fields,
Kondapur, K.V. Rangareddy, Serilingampally,
Hyderabad, Telangana, INDIA, 500 084
CIN: L27109TG1975PLC001919

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website: www.pennarindia.com

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2025-26

SECTION A

I. General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L27109TG1975PLC001919
2. Name of the Listed Entity:	PENNAR INDUSTRIES LIMITED
3. Year of incorporation:	1975
4. Registered office address:	2-91/14/8/PIL/10 & 11, 7th Floor, Whitefields, Kondapur, Serilingampally, Hyderabad, K.V.Rangareddy - 500084
5. Corporate address:	2-91/14/8/PIL/10 & 11, 7th Floor, Whitefields, Kondapur, Serilingampally, Hyderabad, K.V.Rangareddy - 500084
6. E-mail:	corporatecommunications@pennarindia.com
7. Telephone:	+91 40 41923108
8. Website:	https://www.pennarindia.com/index.php
9. Financial year for which reporting is being done:	1st April, 2025 to 31st March, 2026
10. Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Limited, BSE Limited
11. Paid-up Capital:	INR 67,47,31,155
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. Mirza Mohammed Ali Baig Telephone: +91 40 41923108 e-Mail ID: mirza.baig@pennarindia.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	No
14. Name of the assurance provider:	NA
15. Type of assurance obtained	NA

II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Diversified Engineering	Railways-Wagons, Steel, Solar Module Mounting solutions, Industrial Boilers & Heaters, Chemicals & Fuel Additives, solar panels, precision tubes, BIW, hydraulics and auto components.	51.71%
2	Custom designed building solutions & auxiliaries	Pre-engineered Buildings, construction equipments and Engineering Services	48.29%

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Diversified Engineering	24105	51.71%
2	Custom designed building solutions & auxiliaries	28112	48.29%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	9	42	51
International	3	5	8

19. Markets served by the entity:

a. Number of Locations

Locations	Locations
National (No of States)	4
International (No of Countries)	2
b. What is the contribution of exports as a percentage of the total turnover of the entity?	1.43%

c. A brief on types of customers	The Company engages with both B2B and B2C customers. Within the B2B sector, The Company provides supplies to automotive and industrial Original Equipment Manufacturers (OEMs). As for the B2C sector, The Company's supplies reach dealers, sub-dealers, and retailers.
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IV. Employees

20. Details at the end of the financial year

a. Employees and workers(including differently abled):

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	2117	1925	90.93%	192	9.07%
2	Other than Permanent (E)	175	157	89.71%	18	10.29%
3	Total Employees	2292	2082	90.84%	210	9.16%
Workers						
4	Permanent (F)	721	675	93.62%	46	6.38%
5	Other than Permanent (G)	2847	2537	89.11%	310	10.89%
6	Total (F+G)	3568	3212	90.02%	356	9.98%

20 b. Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Employees (D+E)	0				
Differently Abled Workers						
4	Permanent (F)	7	7	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total (F+G)	7				

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	14.29%
Key Management Personnel	2	0	0%

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover Rate in current FY)			FY 2024-25 (Turnover Rate in previous FY)			FY 2023-24 (Turnover Rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.90%	3.83%	33.73%	25.47%	1.80%	27.27%	18.00%	1.00%	19.00%
Permanent Workers	4.58%	0.14%	4.72%	3.61%	0%	3.61%	2.00%	0.00%	2.00%

b. What is the contribution of exports as a percentage of the total turnover of the entity ?**c. A brief on types of customers**

The Company engages with both B2B and B2C customers. Within the B2B sector, The Company provides supplies to automotive and industrial Original Equipment Manufacturers (OEMs). As for the B2C sector, The Company's supplies reach dealers, sub-dealers, and retailers.

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)	Include whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Pennar Global Inc, USA	Wholly Owned Subsidiary	100%	No
2	Pennar GmbH, Germany	Wholly Owned Subsidiary	100%	No
3	Pennar Metals Private Limited	Wholly Owned Subsidiary	100%	No
4	Pennar FZCO	Wholly Owned Subsidiary	100%	No
5	ZAP91 Solar India Private Limited	Joint Venture	45%	No

VI. CSR Details

24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) :	Yes
	(ii) Turnover (in Rs.)	INR 3,62,009 Lakhs
	(iii) Net worth (in Rs.)	INR 1,16,315 Lakhs

VII. Transparency and disclosures compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place.	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Yes/No						
	If yes(then provide web link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (Other than Shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	64	0	-	81	0	-
Employees & Workers	Yes	1687	0	1,662 on working conditions and 25 on health and safety (Principle 3); nil under Principle 5. All resolved during the year.	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (Please specify)							

*The Company maintains a stringent policy for the prevention of sexual harassment, adhering to the stipulations of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The Company organises various meetings including Communication Meetings, Daily Shift Assembly Meetings, POSH Meetings, Monthly Communication Meetings, and Union Meetings on a regular basis. The Company also ensures that any grievances are addressed promptly through the respective manager or HR, with the provision for direct discussions with the HR head when necessary.

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

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

SL No	Material Issue Identified	Indicate whether Risk / Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
1	Climate Change Action	Risk and Opportunity	Climate change poses a substantial risk to The Company, with impacts evident in the short, medium, and long term. Physical threats to the industry are significant, including extreme weather events and water scarcity.	The Company is dedicated to combating climate change through effective measures. To reduce its carbon footprint, the Company invests in innovative technologies, utilises renewable energy sources, and enhances manufacturing processes.	Negative
2	Water Risk	Risk	The Company recognises the scarcity of fresh water and holds a responsibility to ensure its availability and conservation for the benefit of social and ecological systems.	The Company treats wastewater and reuses it in manufacturing processes. Additionally, it is considering introducing methods to minimise water usage and reduce overall water consumption.	Negative
3	Waste Management	Risk and Opportunity	Waste management poses both risks and opportunities for companies. Primary risks include potential environmental damage, regulatory noncompliance, and reputational harm.	The Company's approach to waste management embodies the principles of a circular economy: Reduce, Reuse, and Recycle. Waste at all units is segregated into hazardous and non-hazardous categories and disposed of appropriately.	Negative
4	Product Stewardship	Opportunity	By taking responsibility for the environmental and social impacts of products throughout their lifecycle, companies can differentiate themselves in the market and appeal to increasingly conscious consumers.	Not applicable (opportunity identified; no specific mitigation required)	Positive

SECTION B

Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php	https://www.pennarindia.com/policies.php
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 QMS; ISO 14001:2015 EMS; ISO 45001:2018 OHSMS (Steel, Railways, ECD, Tubes, BIW Bus); ISO 3834-2:2021 WQMS (Railway BU); IATF 16949:2016 AQMS (ECD, BIW Bus, Tubes BU); EN15085-2:2020 RWQMS (PTC Plant and CHN Plant, Railway BU); AS9100:2016 ASQMS (Railway BU); ISO 22163:2023 RBMS (IRIS, Railway BU); ISO 27001:2013 ISMS (Tech Pennar BU)								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	100% suppliers to be assessed on supplier code of conduct by 2030	NIL	Encourage employees to participate in 10K Challenge. Improve employee volunteering by 5% Year on Year. Achieve 100% increase in training and development to all employees from the baseline by 2025. Sustain 100% operations compliant with ISO 45001.	NIL	Zero non-compliance to human rights principles and policies	NIL	NIL	Achieve 10% gender balance by 2027. Implement high impact CSR programs in Education, Health and Community Development	Achieve and sustain 85%+ customer satisfaction rate by 2030
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is in the process of formulating its Supplier Code of Conduct	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)Kindly refer to the Managing Director's statement in Annual Report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN No: 01307343 Name: Mr. Aditya Rao Designation: Vice-Chairman and Managing Director Telephone No: 040-43904952 Email Id: corporatecommunications@pennarindia.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	NO								
If yes, details.									

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																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non- compliances																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									

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

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

Pennar industries has policies covering every BRSR principle

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Principle 1. Businesses should Conduct and Govern themselves with integrity and in a manner that is ethical, transparent and accountable.

Essential Indicators:

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

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes	FY 2024-25 (Reference)
Board of Directors	1	The Board is updated on ESG/BRSR development.	100%	Board updated on ESG/BRSR at regular intervals
Key Managerial Personnel	1	Business ethics, ESG and BRSR reporting	100%	2 programmes, 100%
Employees other than BoD and KMPs	492	Basic & Advanced MS Excel Training Statutory Compliance Training Artificial Intelligence (AI) Tools Training for Leaders POSH Policy Training Financial Acumen Training Sales Skills Training Negotiation Skills Training Goal Setting Training 5S Awareness Training Safety Training Business Leadership Programme Basic MS Excel Training Advanced MS Excel Training Technical SOP Training Productivity Enhancement Training Working with Teams / Teamwork Training	86%	474 programmes, 86%
Workers	583	"1.POSH Training 2.First Aid Training / OHS Certification 3.Toolbox Training 4.Safety & Health Awareness 5.5S Awareness 6.Lean & Kaizen 7.TÜV, ISO & Other Certification Awareness"	92%	583 programmess, 92%

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

A. Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/judicial institutions	Amount (in Rs)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

B. Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory /Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

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

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

The Company's governance policies are firmly rooted in the principles of ethics, transparency, and timely disclosure. These policies permeate every level of the organisation. The Company encourages all stakeholders to align their actions with its core values and beliefs. The Code of Conduct, applicable to Directors and Senior Management personnel, underscores the importance of acting in the Company's legitimate interest. In its dealings with vendors and contractors, the Company is committed to engaging with those who uphold and adhere to ethical standards.

Web link: <https://www.pennarindia.com/corporate-governance.php>

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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Particulars	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Nil

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

	FY 2024-25 (Current Financial Year)	FY2024-25 (Current Financial Year)
Number of days of account payables	186	156 days

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advancements & 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	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTS in	a. Purchases (Purchases with related parties/Total purchases)	0.56%	0.84%
	b. Sales (Sales to related parties/Total Sales)	2.85%	2.64%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	17.95%	7.69%
	d. Investments (Investments in related parties/Total investments made)	91.33%	93.70%

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

Essential Indicators:

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

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

2. **Sustainable Sourcing**

a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes	Pennar is actively working to create a sustainable supply chain program that will formalise environmental and social assessments for suppliers.
b. If yes, what percentage of inputs were sourced sustainably? 100% of our products are manufactured as per customer specifications and designs, thereby eliminating the use of hazardous chemicals in the production process.	

3. **Describe the processes in place to reclaim products for reusing, recycling, and disposing at the end of life for**

- a. **Plastics (Including Packaging):** Pennar factories have environmental management system with operational control procedures to generate, handle, store and dispose hazardous and non-hazardous wastes. Reclamation of product is not applicable due to the nature of business.
- b. **E-Waste:** Pennar factories have environmental management system with operational control procedures to generate, handle, store and dispose hazardous and non-hazardous wastes. Reclamation of product is not applicable due to the nature of business.
- c. **Hazardous waste:** Pennar factories have environmental management system with operational control procedures to generate, handle, store and dispose hazardous and non-hazardous wastes. Reclamation of product is not applicable due to the nature of business.
- d. **Other waste:** Pennar factories have environmental management system with operational control procedures to generate, handle, store and dispose hazardous and non-hazardous wastes. Reclamation of product is not applicable due to the nature of business.

4. **Extended Producer Responsibility (EPR)**

Extended Producer Responsibility (EPR) is not applicable to the entity's activities / 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	1925	1925	100%	1925	100%	0	0%	0	0%	0	0%
Female	192	192	100%	192	100%	5	2.60%	0	0%	0	0%
Total	2117	2117	100%	2117	100%	5	0.24%	0	0%	0	0%
Other than permanent employees											
Male	157	157	100%	157	100%	0	0%	0	0%	0	0%
Female	18	18	100%	18	100%	0	0%	0	0%	0	0%
Total	175	175	100%	175	100%	5	2.86%	0	0%	0	0%

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

b. Details of measures for the well-being of Workers

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent workers											
Male	675	675	100%	675	100%	0	0%	0	0%	0	0%
Female	46	46	100%	46	100%	0	0%	0	0%	0	0%
Total	721	721	100%	721	100%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	2537	2537	100%	2537	100%	0	0%	0	0%	0	0%
Female	310	310	100%	310	100%	0	0%	0	0%	0	0%
Total	2847	2847	100%	2847	100%	0	0%	0	0%	0	0%

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.001%	0.00100%

2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	98.02%	100%	Y	98.75%	100%	Y
Gratuity	98.02%	100%	Y	98.75%	100%	Y
ESI	17.43%	28.57%	Y	22.91%	11%	Y
Others – specify	0%	0%	N.A.			

3. Accessibility of workplaces

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

Yes. The premises and offices of the Company are accessible to differently abled employees and workers. Web link: <https://www.pennarindia.com/corporate-governance.php>

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

Yes. The Company has an equal opportunity policy. Web link: <https://www.pennarindia.com/corporate-governance.php>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention rate	Return to work Rate	Retention rate
Male	NA	NA	NA	NA
Female	100% (5 employees returned to work)	100%	0	0
Total	100% (5 employees)	100%	0	0

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

Yes/No (if yes then give details of the mechanism in brief)	
Permanent Workers	Yes. Workers can submit their grievances to the Welfare Officer.
Other than Permanent Workers	Yes. Workers can submit their grievances to the Welfare Officer.
Permanent Employees	Yes. SLA based Help Desk on HRMS system is in place to receive grievances from employees.
Other than permanent Employees	Yes. Workers can submit their grievances to the Welfare Officer.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
Total Permanent Employees						
Male	1925	0	0%	0	0	0%
Female	192	0	0%	0	0	0%
Total Permanent Workers	747	723	96.79%	782	742	95%
Male	675	675	100%	701	677	96.58%
Female	46	46	100%	46	46	100%

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

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	2082	1736	83.38%	0	0%	1746	1476	84.54%	0	NA
Female	210	132	62.86%	0	0%	151	89	58.94%	0	NA
Total	2292	1868	81.50%	0	0%	1897	1565	82.50%	0	NA
Workers										
Male	3212	2990	93.09%	0	0%	736	736	100%	0	NA
Female	356	305	85.67%	0	0%	46	46	100%	0	NA
Total	3568	3295	92.35%	0	0%	782	782	100%	0	NA

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

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	2082	1752	84.15%	1746	1180	67.58%
Female	210	169	80.48%	151	96	63.58%
Total	2292	1921	83.81%	1897	1276	67.26%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system

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

Yes. An occupational health and safety management system has been implemented and is certified to ISO 45001:2018 at all manufacturing locations (Steel, Railways, ECD, Tubes and BIW Bus).

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

Hazard Identification and Risk Assessment (HIRA) is used to identify work related hazards and assess risks, applied on both a routine and a non-routine basis.

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

Yes. Workers have processes to report work related hazards and to remove themselves from such situations.

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

No. Employees and workers do not have access to non-occupational medical and healthcare services. All employees and workers are, however, covered by health insurance and personal accident insurance, as disclosed at Question 1 above.

11. Details of safety related incidents

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	0.61
	Workers	0.164	2.01
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

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

The Company ensures compliance with all safety-related statutory norms. Safety training is provided to employees and workers immediately upon joining. Department-wise Standard Operating Procedures (SOPs) are in place. All manufacturing locations are certified under ISO 45001 (Occupational Health and Safety System). The comprehensive Environment, Occupational Health and Safety Management System (EOHS) ensures workplace safety for the workforce.

13. Number of complaints made by employees and workers

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	14	0	All complaints were resolved during the year and nil were pending at the close of the year.	14	0	0
Health & Safety	0	0	-	2	0	0

14. Assessments for the year

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

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

The Company undertakes the following safety measures: Identify and issue suitable safety gear (PPE) to employees based on their work. Carry out risk assessment studies. Conduct EHS training on various topics. Implement work permit systems. Identify unsafe conditions and unsafe acts. Conduct safety committee meetings periodically. Organise safety awareness campaigns to educate employees and implement a reward system. Implement statutory requirements.

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

ESSENTIAL INDICATORS:

1. Describe the process for identification of key stakeholder groups of the entity.

Pennar Industries Limited has implemented systems to promote transparent and positive stakeholder relationships. These methods enhance the company's comprehension of pertinent issues and ascertain the stakeholders' importance in the business landscape, promoting substantial engagement. Stakeholder engagement enables Pennar Industries Limited to deliver sustainable services and customise strategies for value optimisation. The company actively involves stakeholders in decision-making processes and advancements in products and processes. Pennar Industries Limited gives precedence to stakeholder concerns in its decision-making processes.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Consumers	No	One on One meetings, Exhibitions	Regular Interval	1. Product and delivery timelines 2. Customer data protection and privacy 3. Product efficacy 4. Quality 5. Sustainable supplies 6. Safety
Investors	No	Investor calls/presentations, Press releases, publications, Statutory reports, AGM and Stock Exchange announcements	Regular Interval	1. Financial performance 2. Business updates 3. Sustainability performance
Regulators	No	Engagement on a need basis, Participation in forums	Regular Interval	1. Sustainable practices 2. Compliance 3. Inclusive growth
Employees	No	Formal induction at joining, Technical and non-technical training programs, Town hall meetings, Operations review meetings, Intranet portal, Grievance redressal mechanism, Mailers on Safety, Health	Regular Interval	1. Workplace safety 2. Employee welfare 3. Professional growth 4. Employee benefits 5. Diversity at workplace 6. Equal opportunities 7. Wages and benefits 8. Work-life balance

Principle 5. Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	2117	2117	100%	1897	1897	100%
Other than Permanent	175	175	100%	39	39	100%
Total Employees	2292	2292	100%	1936	1936	100%
Workers						
Permanent	721	721	100%	782	782	100%
Other than permanent	2847	2847	100%	2815	2815	100%
Total Workers	3568	3568	100%	3597	3597	100%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	2117	0	NA	2117	100%	1897	0	NA	1897	100%
Male	1925	0	NA	1925	100%	1746	0	NA	1746	100%
Female	192	0	NA	192	100%	151	0	NA	151	100%
Other than Permanent	175	0	NA	175	100%	782	0	NA	782	100%
Male	157	0	NA	157	100%					
Female	18	0	NA	18	100%					
Workers										
Permanent	721	0	NA	721	100%	782	0	NA	782	100%
Male	675	0	NA	675	100%	736	0	NA	736	100%
Female	46	0	NA	46	100%	46	0	NA	46	100%
Other than Permanent	2847	2847	100%	0	0%	2815	2815	100%		
Male	2537	2537	100%	0	0%	2449	2449	100%		
Female	310	310	100%	0	0%	366	366	100%		

3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	7	INR 29 LPA	1	INR 28 LPA
Key Managerial Personal	2	INR 77.5 LPA	0	NA
Employees other than BoD and KMP	2074	INR 5.4 LPA	209	INR 4.7 LPA
Workers	674	INR 5.5 LPA	46	INR 4.92 LPA

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	5.63%	4.97%

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

Yes. The respective human resources departments are responsible for addressing human rights issues caused or contributed to by the business.

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

The Company has implemented a POSH policy, serving as a comprehensive solution for addressing grievances pertaining to human rights issues. Additionally, PIL's Whistle Blower Policy and Code of Conduct provide guidelines for the establishment and operation of a committee in the event of an investigation. Also, The Company has implemented rigorous policies and routinely organises awareness sessions on human rights.

7. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	0	0	0
Discrimination at workplace	0	0	-	0	0	0
Forced Labour/Involuntary Labour	0	0	-	0	0	0
Wages	0	0	-	0	0	0
Other human right related issues	0	0	-	0	0	0

8. Complaints failed under Sexual Harrasment of Women at workplace (prevention, prohibition and Redressal) Act,2013, in the following format:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harrasment of Women at workplace (prevention, prohibition and Redressal) Act,2013(POSH)	0	0
Complaints on POSH as a % of female employees/workers	0%	0
Complaints on POSH Upheld	0	0

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

The Company has established an internal committee in accordance with the POSH policy to address grievances related to discrimination and harassment. The Whistle-blower Policy offers a platform for Directors, Employees, customers, and vendors to voice concerns, reflecting PIL's commitment to the highest standards of ethical, moral, and legal business conduct, as well as open communication. The Code of Conduct addresses grievances related to conduct at work.

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

Yes. Human rights requirements form an integral part of the Company's business agreements and contracts.

11. Assessments of the year

Category	% of plants and offices that were assesses by the entity or by the statutory authorities or third parties
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

12. Provide the details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total electricity consumption (A)	9,855.32	17,887.00
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable resources (A+B+C)	9,855.32	17,887.00
From non-renewable resources		
Total electricity consumption (D)	72,307.33	99,077.00
Total fuel consumption (E)	838.14	1,490.63
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable resources (A+B+C)	73,145.47	100,567.63
Total energy consumed (A+B+C+D+E+F)	83,000.79	118,454.63
Energy intensity per rupee of turnover	22.93 GJ per INR crore	45.95 GJ per INR crore
<i>(Total energy consumption/ turnover in rupees)</i>		
Energy intensity per rupee of turnover adjusted for Purchasing power parity(PPP)	46.64 GJ per million international \$	93.73 GJ per million international \$
<i>(Total energy consumed/ Revenue from operations adjusted for PPE)</i>		
Energy Intensity in terms of physical output	Not applicable	Not applicable
Energy intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable

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

NA

3. Details of the following disclosures related to water

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	48,929	55,531
(ii) Groundwater	61,747	45,882
(iii) Third party water		
(iv) Seawater / desalinated water	NA	NA
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	114,863	101,827
Total volume of water consumption (in kilolitres)	114,863	101,413
Water intensity per rupee of turnover (Water consumed / revenue from operations)	31.73 KL per INR crore	39.33 KL per INR crore
Water intensity per rupee of turnover adjusted for Purchasing power parity(PPP)	64.54 KL per million international \$	80.24 KL per million international \$
<i>(Total water consumption / Revenue from operations adjusted for PPE)</i>		
Water Intensity in terms of physical output	Not applicable	Not applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable

Yes. Independent third party assessment is carried out by Lawn Enviro Private Limited.

4. Please provide the following details related to water discharge:

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	Nil	Nil
-No Treatment	Nil	Nil
-With Treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
-No Treatment	Nil	Nil
-With Treatment – please specify level of treatment	Nil	Nil
(iii) To Sea Water	Nil	Nil
-No Treatment	Nil	Nil
-With Treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	13,116	18,338
-No Treatment	Nil	Nil
-With Treatment – please specify level of treatment	13,116	18,338
(v) Others	Nil	Nil
-No Treatment	Nil	Nil
-With Treatment – please specify level of treatment	Nil	Nil
Total water discharged (in Kilolitres)	13,116	18,338

Yes. Independent third party assessment is carried out by Lawn Enviro Private Limited.

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

Yes. The Company operates a Zero Liquid Discharge (ZLD) plant, which processes two types of effluents: Low TDS Rinse water and spent acid. The Low TDS Rinse water is neutralised to a pH of 9 using a Caustic lye solution, then passed through a filter press to separate suspended solids. These solids, primarily Iron sludge, are sent to co-processing units such as cement factories. The water is then processed through a Reverse Osmosis (RO) system. The purified water is reused in the process, while the reject water is directed to a Multiple Effect Evaporator (MEE) feed tank. The spent acid effluent is neutralised with a Lime powder solution to a pH of 9 and passed through a filter press. The high TDS water is treated in the MEE system. The MEE condensate water is treated through RO and reused. The reject water is passed through an Agitated Thin Film Dryer (ATFD) system to separate solids. These solids are disposed of through a TSDF Telangana Government certified industry, Re-Sustainability Ltd.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	(µg /m3)	27	13
Sox	(µg /m3)	14	25
Particulate Mater	(µg /m3)	67	74
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Yes. Third party monitoring of environmental pollutants is carried out by Lawn Enviro Private Limited.

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their 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 ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	62.31	110.82
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	14,260.61	19,540.19
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions /Revenue from operations)	tCO ₂ e per INR crore	3.96 tCO ₂ e per INR crore	7.62 tCO ₂ e per INR crore
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity PPP (Total Scope 1 and Scope 2 GHG emissions /Revenue from operations adjusted for PPP)	tCO ₂ e per million international \$	8.05 tCO ₂ e per million international \$	15.55 tCO ₂ e per million international \$
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	Not applicable	Not applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not applicable	Not applicable

No independent assessment, evaluation or assurance has been carried out by an external agency (N). Total Scope 1 and Scope 2 emissions for FY 2025-26 are 14,322.92 tCO₂e (FY 2024-25: 19,651.01 tCO₂e). Scope 1 has been computed from fuel consumption applying IPCC 2006 default emission factors for gas and diesel oil with AR5 global warming potentials. Scope 2 has been computed from grid electricity applying the Central Electricity Authority weighted average grid emission factor of 0.710 tCO₂ per MWh (CO₂ Baseline Database Version 21.0). Electricity drawn from renewable sources has been accounted at zero emissions. Purchasing power parity conversion has been applied at the India PPP conversion rate of 20.34 for FY 2025-26 and 20.40 for FY 2024-25 (IMF World Economic Outlook).

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

NA

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	0.31	0.16
Bio-medical waste (C)	0.04	0.03
Construction and demolition waste (D)	NA	NA
Battery waste (E)	4.56	0.84
Radioactive waste (F)	NA	NA
Other Hazardous waste (G)	1,506.73	1,480.00
Other Non-hazardous waste generated (H)	457.74	423.46
(Break-up by composition i.e by materials relevant to the sector)		
Total (A+B+C+D+E+F+G+H)	1,969.38	1,904.49
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.544 MT per INR crore	0.739 MT per INR crore
Waste intensity per rupee of turnover adjusted for Purchasing power parity(PPP) (Total waste generated /Revenue from operations adjusted for PPP)	1.11 MT per million international \$	1.51 MT per million international \$
Waste intensity in terms of phsyical output	Not applicable	Not applicable
Waste intensity(optional) - the relevant metric may be selected by the entity	Not applicable	Not applicable
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i.Re-cycled	1,506.73	1,480.00
ii.Re-used	Nil	Nil
iii.Other recovery operations	Nil	Nil
Total	1,506.73	1,480.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
i.Incineration	Nil	Nil
ii.Landfilling	295.16	184.00
iii.Other disposal operations	162.58	239.46
Total	457.74	423.46

No independent assessment, evaluation or assurance has been carried out by an external agency (N).

10. Briefly describe the details of 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.

Hazardous waste is disposed of through TSDF certified operators such as Re-Sustainability Limited. E-waste is handed over to authorised e-waste management vendors. Scrap metal generated during manufacturing is recycled through authorised vendors. Non-hazardous waste is sent to landfill through authorised handlers. The Company works to reduce the use of hazardous and toxic chemicals through material substitution and improved process control.

11. If the entity has operations/offices in any 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,

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.
1			
2			Not Applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
1					
2					
3					

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

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
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Yes, the Company complies with all applicable environmental laws and regulations including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and rules thereunder.

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.

2 (Confederation of Indian Industry and Federation of Indian Chambers of Commerce and Industry)

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

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian Industry	National
2	Federation of Indian Chamber of Commerce and Industry	National

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.		

Principle 8. Businesses should promote inclusive growth and equitable development

Essential Indicators:

1. Details of social impact assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink
NIL					

2. Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY (INR)
Not applicable						

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

The Company engages with local communities surrounding its operations on a regular basis. Community grievances are received through designated plant-level community engagement officers and are escalated to management for appropriate action. The Company also has an investor grievance mechanism available on its website.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	NA	NA
Sourced directly from within the district and neighbouring districts	NA	NA

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 location, as a % of total wage cost

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	INR 0	0
Semi-Urban	INR 78,51,83,453	INR 26,90,05,253
Urban	INR 67,40,98,814	INR 47,68,50,550
Metropolitan	INR 22,83,40,566	INR 91,62,67,537

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

Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators:

1. Describe the mechanism in place to receive and respond to consumer complaints and feedback

The customer complaints are monitored and resolved by Pennar Industries Ltd's Quality team with each of its business divisions in order to facilitate faster resolution. The Company also keeps track of customer satisfaction with respect to quality on a regular basis. Complaints can be registered through the Company's website, email, and direct contact with the Quality team. All complaints are tracked and resolved within defined service level timelines.

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

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

3. Number of consumer complaints in respect of the following

Particulars	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	0	0	The existing IT policy of The Company encompasses data privacy and cyber security for all employees and stakeholders. Furthermore, The Company is in the process of refining Personally Identifiable Information (PII), Financial Performance Indicators (FPIs), and other sensitive information of key importance.	0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	The Company produces safety-critical products, which are directly supplied to both automobile and non-automobile sectors. Additionally, these products are provided to Tier 1 and Tier 2 vendors, who manufacture components for OEMs.
Forced recalls	Nil	The Company produces safety-critical products, which are directly supplied to both automobile and non-automobile sectors. Additionally, these products are provided to Tier 1 and Tier 2 vendors, who manufacture components for Original Equipment Manufacturers (OEMs).

5. Does the entity have Framework/ policy on cyber security and risks related to data privacy?

Yes. The Company has an IT policy that encompasses data privacy and cyber security for all employees and stakeholders. The Company is in the process of further strengthening its cyber security framework. Web link: <https://www.pennarindia.com/corporate-governance.php>

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

No corrective actions were pending or undertaken during FY 2025-26 with respect to issues relating to consumer data privacy, advertising, cyber security, delivery of essential services, or unfair trade practices.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: NA
- Percentage of data breaches involving personally identifiable information of customers: NA
- Impact, if any, of the data breaches: NA