



RKL/SX/2025-26/34

July 15, 2025

BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor
Plot no. C/1, G Block
Bandra-Kurla Complex, Bandra (E)
Mumbai – 400 051
Symbol: RADICO

Scrip Code: 532497

Subject: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Ref: Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”)

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Listing Regulations, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2024-25, which forms part of the Annual Report of the Company for the Financial Year 2024-25, submitted to exchange(s).

Kindly take the same on records.

Thanking you,

For Radico Khaitan Limited

Dinesh Kumar Gupta
Senior Vice President - Legal & Company Secretary

Email Id: investor@radico.co.in

Encl: A/a

RADICO KHAITAN LIMITED

Plot No. J-1, Block B-1, Mohan Co-op. Industrial area
Mathura Road, New Delhi-110044

Ph: (91-11) 4097 5444/555 Fax: (91-11) 4167 8841-42

Registered Office: Rampur Distillery, Bareilly Road, Rampur-244901 (UP.)

Phones: 0595-2350601/2, 2351703 Fax: 0595-2350008

E-mail: info@radico.co.in, website: www.radicokhaitan.com

CIN No.: L26941UP1983PLC027278

Business Responsibility & Sustainability Report

At Radico Khaitan Limited (Radico Khaitan or the Company), our approach to sustainable growth is anchored in a strong Environmental, Social, and Governance (ESG) foundation. We believe that long-term value creation stems not only from business performance but from the responsibility we uphold towards our environment, people and ethical governance.

With a legacy dating back to 1943, Radico Khaitan has continuously evolved—transforming from a bulk spirit supplier to one of India's most respected names in Indian Made Foreign Liquor (IMFL). Our journey has been guided by a deep commitment to doing business the right way: transparently, responsibly and with purpose.

Our ESG strategy is embedded in every facet of our operations—from minimizing environmental impact through sustainable manufacturing practices, to fostering an inclusive and safe workplace and maintaining the highest standards of corporate governance. We view ESG not as an obligation, but as a key driver of innovation, resilience and stakeholder trust.

As we continue to expand our premium and luxury brand portfolio, our focus remains clear: to build a future-ready organization that delivers shared value to consumers, communities, investors and the planet.

Our unwavering commitment to being a transparent, ethical and purpose-driven organisation is reflected in our alignment with the BRSR Core Framework. We have integrated Environmental, Social and Governance (ESG) principles into our core business strategy—focusing on responsible resource use, employee well-being, ethical practices and community development. By embracing this framework, we aim to create long-term value for all stakeholders while contributing to a more sustainable and inclusive future.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L26941UP1983PLC027278
2.	Name of the Listed Entity	Radico Khaitan Limited
3.	Year of incorporation	July 21, 1983
4.	Registered office address	Rampur Distillery, Bareilly Road, Rampur, Uttar Pradesh - 244901
5.	Corporate address	Plot No. J-I, Block B-I, Mohan Co-operative Industrial Area, Mathura Road, New Delhi-110044
6.	E-mail	investor@radico.co.in
7.	Telephone	011 40975444/555
8.	Website	www.radicokhaitan.com
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 26,76,15,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Dinesh Kumar Gupta Designation: Senior VP - Legal & Company Secretary Contact: 011 40975444 E-mail: investor@radico.co.in
13.	Reporting boundary	This report covers the period from April 1, 2024 to March 31, 2025 and includes all the financial and non-financial information of Radico Khaitan Limited on a Standalone Basis.
14.	Whether the company has undertaken reasonable assurance of the BRSR Core?	No
15.	Name of assessment or assurance provider	-
16.	Type of assessment or assurance obtained	-

II. Products/services

17. 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.	Manufacturing of Alcohol and Alcoholic Products	Manufacturing industrial alcohol, Indian Made Foreign Liquor, country liquor and fertilizers.	98.45%

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

S. no.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of Alcohol and Alcoholic Products	1101	98.45%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	46*	19	65
International	-	-	-

*Includes third party plants manufacturing for Radico Khaitan.

20. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States and Union Territories)	30
International (No. of Countries)	100

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

The contribution of exports as a percentage of the total turnover (gross) of Radico Khaitan is 1.71%.

c. A brief on types of customers

Radico Khaitan caters to a broad spectrum of consumer preferences through a diverse and well-established portfolio of premium brands across multiple product categories. As one of the largest suppliers of branded Indian Made Foreign Liquor (IMFL) to the Canteen Stores Department (CSD), the Company holds a strategically significant and differentiated position in the domestic alcoholic beverages industry.

Our key customer segments include:

1. State Governments and State-Owned Enterprises
2. The Canteen Stores Department (CSD)
3. Private Distributors and Retailers in the Open Market
4. International Markets

IV. Employees**21. Details as at the end of the 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)	1,221	1,194	98%	27	2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,221	1,194	98%	27	2%
WORKERS						
4.	Permanent (F)	273	273	100%	-	-
5.	Other than Permanent (G)	2,367	2,107	89%	260	11%
6.	Total workers (F + G)	2,640	2,380	90%	260	10%

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)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	2	2	100%	-	-

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/ A)
Board of Directors	7	1	14%
Key Management Personnel	5*	-	-

*Executive Directors included both in Directors and Key Managerial Personnels.

23. Turnover rate for permanent employees and workers*:

Particulars	FY2025			FY2024			FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	20%	18%	18%	32%	18%	14%	27%	14%
Permanent Workers	8%	-	8%	7%	-	7%	6%	-	6%

*To ensure consistency, calculations for FY2024 and FY2023, are re-worked, due to change in basis of calculation for FY2025.

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

24. 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 Companies/ Joint Ventures	% of shares held by Listed Entity/ Holding Company	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Radico Spiritzs India Private Limited	Subsidiary	100%	No
2	Accomreal Builders Private Limited	Subsidiary	100%*	No
3	Compaqt Era Builders Private Limited	Subsidiary	100%*	No
4	Destihomz Buildwell Private Limited	Subsidiary	100%*	No
5	Equibuild Realtors Private Limited	Subsidiary	100%*	No
6	Proprent Era Estates Private Limited	Subsidiary	100%*	No
7	Binayah Builders Private Limited	Subsidiary	100%*	No
8	Firstcode Reality Private Limited	Subsidiary	100%*	No
9	Radico NV Distilleries Maharashtra Limited	Joint Venture	36%	No

*100% Holding through Wholly-owned Subsidiary, Radico Spiritzs India Private Limited.

VI. CSR Details

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

Yes, CSR is applicable as per Section 135 of Companies Act, 2013.

(ii) Turnover (in ₹) - ₹ 17,09,854 Lakhs (As on March 31, 2025)

(iii) Net worth (in ₹) - ₹ 2,69,101 Lakhs (As on March 31, 2025)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY2025			FY2024		
	(If yes, then provide web-link for grievance redressal 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	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes	-	-	NA	-	-	NA
Shareholders	Yes	79	1	NA*	81	-	NA
Employees and workers	Yes	-	-	NA	-	-	NA
Customers	Yes	31	-	NA	26	-	NA
Value Chain Partners	Yes	-	-	NA	-	-	NA
Other (please specify)	-	-	-	-	-	-	-

*The complaint was received by RTA on March 31, 2025 and has been duly resolved on April 8, 2025.

Note- We have established various policies and mechanisms tailored for different communities, investors, stakeholders, employees, workers, customers and value chain partners enabling them to reach out through emails, phone calls and website at <https://www.radicokhaitan.com/contact-us/>. However, the vigil mechanism provides a structured and detailed process for all stakeholders to raise concerns or complaints. The Whistle Blower Policy and Stakeholders Grievance Redressal Policy are available on the Company's website at <https://www.radicokhaitan.com/wp-content/uploads/2022/09/Whistle-Blower-Policy.pdf> and <https://www.radicokhaitan.com/wp-content/uploads/2024/07/Stakeholder-Grievance-Redressal-Policy.pdf> respectively.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/ O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water resource management	Risk	Liquor manufacturing is a water-intensive process can lead to water scarcity, increased cost and community relation risks.	<ul style="list-style-type: none"> Investment in advanced water treatment and reuse technologies, recycling of processed water back into process, which reduces the freshwater consumption. Adopted zero liquid discharge mechanism For more details on the Company's water conservation and preservation projects, refer "Rising Responsibly" section (page 42 onwards). 	Negative: Potential operational disruptions and community conflicts; mitigated through sustainable water practices.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/ O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Value Engineering and Sustainability	Opportunity	<p>Leveraging improved glass technology to produce glass bottles at lower weight reduce pressure on depleting of natural resources and cost optimization.</p> <p>Removal of mono-carton in certain brands reducing paper usage leading to saving of natural resources.</p> <p>Use of PET bottles in premium brands, reducing energy consumption and landfill.</p>	-	<p>Positive:</p> <p>Reduced raw material costs and improved overall packaging efficiency.</p>
3.	Waste Management	Risk/ Opportunity	<p>Inadequate waste management may lead to regulatory non-compliances & will have negative impact on environment.</p> <p>Effective waste management optimizes cost and reduces environmental impact.</p>	<ul style="list-style-type: none"> Development of recyclable and bio-based packaging materials. Waste disposal through licensed vendors. Use of recycled glass and plastic bottles also helps in reduction of costs. 	<p>Negative:</p> <p>Higher R&D and production costs; offset by long-term brand loyalty and regulatory compliance.</p> <p>Positive:</p> <p>Cost reduction due to recycling or reuse.</p>
4.	Corporate Governance and Regulatory Compliance	Risk	Ensuring strong corporate governance and regulatory compliance is fundamental to sustaining stakeholder trust and long-term business resilience. Any lapse in these areas can adversely impact investor confidence and the Company's ability to deliver consistent value.	To uphold high standards of governance and compliance, we have adopted a proactive and structured approach. This includes evaluating the potential impact of regulatory changes, fostering a culture of awareness through ongoing training, and putting in place strong monitoring and reporting mechanisms.	<p>Negative:</p> <p>Costs of compliance monitoring.</p> <p>Positive:</p> <p>Mitigates compliance risks, protecting profitability and enhancing investor confidence.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/ O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Human Capital	Risk	Human capital being one of the important pillars of growth, it is imperative for the Company to attract and retain the right talent to ensure strategic business growth.	<p>We are committed to fostering a supportive and engaging work environment that prioritizes employee engagement, retention, recognition, work-life balance and career growth opportunities.</p> <p>Our performance management system is built on clear expectations and a 360-degree feedback mechanism, promoting transparency and continuous improvement.</p> <p>We invest in ongoing skill development through targeted training, continuous learning programs and regular skill gap assessments.</p> <p>Additionally, our talent acquisition process ensures effective recruitment and a structured onboarding experience to help new employees integrate seamlessly and thrive from day one.</p>	<p>Negative:</p> <p>Human capital being one of the key pillars for organisational sustainability may cause disruption if it is not managed well.</p> <p>Positive: Proactive engagement, can reduce the uncertainty and contribute to long-term sustainability if managed well.</p>
6.	Climate change and extreme weather	Risk	Exposure to climate-related physical risks, such as droughts and floods, adversely affects raw material availability and disrupts operational continuity.	<ul style="list-style-type: none"> • Investments in renewable energy sources • Enhancement of water-use efficiency • Adopting green technology • Planting trees 	<p>Negative:</p> <p>Increased operational costs and potential supply chain disruptions, partially mitigated through sustainability investments.</p> <p>Positive:</p> <p>Reduce cost due to use of alternative resources, recycling, replenishment and rejuvenation leading to sustainable value creation.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/ O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Human rights and safety of employees	Risk/ Opportunity	Human rights violations can result in legal consequences, reputational damage and stakeholder disengagement. Ensuring a safe working environment is crucial to avoid accidents and ensure compliance with regulations.	<ul style="list-style-type: none"> Implementation of human rights, grievance redressal mechanisms. Regular safety training programs as a part of code of conduct. Investment in safety equipment. 	Negative: Exposure to legal liabilities and cost of training and equipment. Positive: Proactive investment reduces future risks of accidents and ensures compliance.
8.	Product Responsibility and Ethical Marketing	Risk	Promoting responsible consumption enhances brand reputation and aligns with emerging public health and regulatory expectations.	Implementation of consumer education programs, product innovation in line with responsible consumption and strategic stakeholder collaborations.	Negative: Costs of campaign development Positive: Enhanced brand equity expanded consumer base and alignment with long-term health-conscious trends.
9.	Lowering Carbon Foot Print	Opportunity	Energy efficiency improvements support climate goals, reduce operational cost and enhance ESG ratings.	-	Positive: Operational cost savings and improved environmental performance.
10.	Supply chain sustainability	Risk/ Opportunity	Operational and reputational risks from unethical or unsustainable practices; simultaneously, sustainable sourcing enhances resilience and stakeholder confidence.	Adoption of a Supplier Code of Conduct and implementation of ethical procurement practices.	Negative: Initial compliance cost. Positive: Long-term financial resilience and reputational advantage.
11.	Diversity and Inclusion	Opportunity	Fostering a diverse and inclusive workplace contributes to innovation and employee satisfaction.	-	Positive: Strengthened organizational culture and improved investor confidence.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Radico Khaitan has developed and implemented a comprehensive set of robust policies aligned with the **National Guidelines on Responsible Business Conduct (NGRBC)** and their underlying core principles. These policies form the foundational framework that guides our decision-making, governance and operational processes across the organization.

They ensure that responsible business practices are deeply embedded in our organizational ethos and contribute to fostering:

- Ethical conduct
- Sustainable and inclusive business practices
- Meaningful Stakeholder engagement
- Transparency and Accountability
- Customer satisfaction
- Employee Health, Safety, and Well-being
- Timely and effective grievance redressal mechanisms

All relevant policies are publicly accessible on the Company's website:

<https://www.radicokhaitan.com/investor-relations/>

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) ¹	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Please refer table 1 below								
2.	Whether the entity has translated the policy into procedures. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

¹Policies are approved by the Board, respective board committees or respective department heads, wherever applicable.

4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.

- **P2, P3 & P6:** Occupational Health and Safety Management Systems (ISO 45001:2018)
- **P6:** Environmental Management System (ISO 14001:2015)
- **P1, P2 & P9:** Quality Management System (ISO 9001:2015)
- **P2 & P9:** Food Safety Management System (ISO 22000:2005)

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

The Company integrates the sustainability framework into its operations, adopting a values-led approach to ethical governance, environmental stewardship and social responsibility. As part of this commitment, Radico Khaitan is actively working to reduce Greenhouse Gas (GHG) emissions across its value chain, guided by clearly defined short-term targets and long-term climate goals. Recognising the challenges of operating in a water-intensive industry, we are leveraging advanced technologies to recycle, reuse and replenish water resources, with all manufacturing sites operating on a Zero Liquid Discharge (ZLD) model. In addition, we continue to strengthen our waste management practices by promoting reuse, recycling and the development of by-products, thereby minimising our environmental footprint while creating shared value for stakeholders and communities.

6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.

Our ESG agenda is guided by a structured framework led by a cross-functional team and overseen by a dedicated Board-level Committee. This governance structure ensures that ESG priorities are integrated into core business decisions and strategies. Through continuous performance tracking and cross-functional collaboration, we are driving measurable progress toward our ESG objectives.

Detailed disclosures on Radico Khaitan's performance across Environmental, Social and Governance dimensions are presented under the relevant principles in this report.

Governance, Leadership, and Oversight

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

At Radico Khaitan, sustainability is not a parallel initiative but an integral part of how we do business. We are committed to generating long-term value by embedding Environmental, Social and Governance (ESG) considerations into every aspect of our operations. Our focus is on creating outcomes that are not only economically sound but also environmentally conscious and socially inclusive.

Guided by the United Nations Sustainable Development Goals (UN SDGs), our actions are designed to contribute to global sustainability priorities. We continue to scale up efforts such as the use of renewable energy, resource efficiency, and sustainable manufacturing practices to reduce our environmental impact.

Environmental responsibility is reflected in tangible actions—recycling of glass bottles, reducing plastic waste, implementing value-engineering solutions and undertaking afforestation efforts. Our plants also prioritise water stewardship through rainwater harvesting and groundwater recharge systems, especially vital in the water-intensive nature of our industry. Beyond operational boundaries, we work closely with neighbouring communities to support sustainable water access and conservation, reinforcing our role as a responsible corporate citizen.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ policies

ESG Committee. The Composition of ESG Committee is provided below

S. No.	Name of Directors	Designation
1	Mr. Tushar Jain DIN: 00053023	Chairman and Non-Executive Independent Director
2	Mr. Abhishek Khaitan DIN: 00772865	Member and Executive Director
3	Ms. Sushmita Singha DIN: 02284266	Member and Non-Executive Independent Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/ No). If yes, provide details.

Yes, the ESG Committee is responsible for making decisions on sustainability related issues. The composition of the Committee is provided in answer to question 8 above.

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action and frequency of review for performance against above policies and follow up action	Policies have been approved by the Board of Directors to comply with the regulatory requirements. Department heads frequently evaluate our policies or, if necessary, undertake urgent evaluations. During this review, the efficacy of the policies is assessed and any necessary modifications to the policies and procedures are implemented by the Board, Board committees or the respective department heads.								

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and frequency of review	The policies are reviewed internally on a periodic basis. Radico Khaitan is in compliance with all applicable statutory requirements. No non-compliance was observed against any NGRBC Principles.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N
The working of the Policies is reviewed from time to time by the Board, Audit Committee and the Management in their respective areas. However, no external evaluation of working of the Policies was carried out.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/ No)									
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)									

Not applicable as all principles are covered by respective policies.

Table 1

Name of Policy/ Code	Linkage to principle	Web-link
Code of Conduct for employees and Code of Conduct for Board Members and Senior Management	P1, P2, P3, P4, P5, P6, P7, P8, P9	https://www.radicokhaitan.com/wp-content/uploads/2025/04/Code-of-Conduct-for-Directors-and-Senior-Management.pdf https://www.radicokhaitan.com/wp-content/uploads/2022/09/Code-of-Conduct-Employees.pdf
Policy For Determination Of Materiality Of Any Event/ Information	P1	https://www.radicokhaitan.com/wp-content/uploads/2023/08/Policy-on-Determination-of-Materiality-for-Disclosure-of-events-or-information-2.pdf
Social Accountability Policy	P2, P3, P6, P7, P8	https://www.radicokhaitan.com/wp-content/uploads/2025/06/Social-Accountability-Policy.pdf
EHS Policy	P2, P6	https://www.radicokhaitan.com/wp-content/uploads/2025/06/EHS-Policy.pdf
Supplier Code of Conduct	P1, P2, P3, P4, P5, P6, P7, P8, P9	https://www.radicokhaitan.com/wp-content/uploads/2025/06/Supplier-Code-of-Conduct.pdf
CSR Policy	P8	https://www.radicokhaitan.com/wp-content/uploads/2024/11/CSR-policy.pdf
Privacy Policy	P9	https://www.radicokhaitan.com/privacy-policy-2/
Anti-bribery Policy	P1	https://www.radicokhaitan.com/wp-content/uploads/2021/03/Radico-Anti-bribery-Policy.pdf
POSH Policy	P3, P5	https://www.radicokhaitan.com/wp-content/uploads/2021/03/Sexual-Harassment-Policy.pdf
Stakeholders Grievance Redressal Policy	P4	https://www.radicokhaitan.com/wp-content/uploads/2024/07/Stakeholder-Grievance-Redressal-Policy.pdf
Whistle blower Policy	P1, P2, P3, P4, P5, P6, P7, P8, P9	https://www.radicokhaitan.com/wp-content/uploads/2022/09/Whistle-Blower-Policy.pdf

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

Sustainable Development Goals Mapped with NGRBC Principle 1



Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	1	<ul style="list-style-type: none"> Review on regulatory developments Familiarization with the policies of the Company Workshop on Risk Management 	100%
Key Managerial Personnel	2	<ul style="list-style-type: none"> Review on regulatory developments Familiarization with the policies of the Company Workshop on Risk Management 	100%
Employees other than BOD and KMPs	128	Premium Brand Selling, Hazardous Waste Management, Food Safety Management, Safety Management and Skill Updation, etc.	56%
Workers	35	Sensory Evaluation, Fire Fighting, Hazardous Waste Management	98%

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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	There were no penalty/ fine/ settlement/ compounding fee that required disclosure based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Settlement					
Compounding fee					

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 Punishment		There were no instances that required disclosure based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.		

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

Yes, Radico Khaitan's Anti-Bribery Policy reflects its zero-tolerance approach toward bribery and corruption across all levels of operation. The policy applies to all employees, directors and third parties such as vendors, agents and consultants, mandating strict compliance with ethical standards and legal requirements. It outlines clear prohibitions on offering, receiving or facilitating bribes and emphasizes accurate record-keeping, transparency and accountability in all transactions. Oversight is ensured through senior management and Board-level governance, reinforcing the Company's commitment to ethical and compliant business practices.

The Policy is available on the website of the Company and can be accessed at <https://www.radicokhaitan.com/wp-content/uploads/2021/03/Radico-Anti-bribery-Policy.pdf>

Additionally, our Supplier Code of Conduct mandates that all suppliers and their employees comply with applicable laws relating to anti-corruption, anti-bribery and anti-money laundering. Suppliers are expected to operate with integrity and conduct all business dealings in a fair and transparent manner. The Supplier Code of Conduct is valuable on the website and can be accessed at <https://www.radicokhaitan.com/wp-content/uploads/2025/06/Supplier-Code-of-Conduct.pdf>

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

NIL

6. Details of complaints about conflict of interest of the Directors & KMPs.

NIL

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

Not Applicable

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

Particulars	FY2025	FY2024
Number of days of accounts payables	38	37*

* The number of days of accounts payables for FY 2023-24 has been revised due to regrouping and rearrangement.

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:

Particulars	Metrics	FY2025	FY2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales from top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ total Purchases)	3%	3%
	b. Sales (Sales with related parties/ total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	20%	19%
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	NA	NA

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

Yes, the Company has a Code of Conduct for Directors and Senior Management, consisting guidelines for avoiding conflict of interests of the Company with the members of the Board and to ensure that all Directors shall always act in the interest of the Company. The Code of Conduct may be accessed on the website of the Company at <https://www.radicokhaitan.com/wp-content/uploads/2019/09/Code-of-Conduct-for-Directors-and-Senior-Management.pdf>

All Directors and Senior Management members are expected to adhere to the standards outlined in the Code, ensuring that we not only behave ethically but also maintain a reputation for integrity.

Additionally, the Company has established a Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions, which provides a robust governance framework to ensure transparency and accountability. This policy mandates Directors and Key Managerial Personnel to disclose any interest in proposed transactions, enabling informed decision-making. Furthermore, any Director with a potential conflict of interest abstains from participating in discussions or decisions related to such transactions. The RPT Policy can be accessed on the website at <https://www.radicokhaitan.com/wp-content/uploads/2019/09/Related-Party-Transaction-Policy.pdf>

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**Sustainable Development Goals Mapped with NGRBC Principle 2****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.**

	FY2025	FY2024	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	8%	22%	

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

Yes

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

At Radico Khaitan, we are committed to ensuring that the resources used in our manufacturing processes are both efficient and sustainable. We prioritize the selection of vendors and suppliers who align with our sustainability principles and demonstrate compliance with responsible sourcing practices.

A significant proportion of our raw material suppliers are located within a 200-kilometer radius of our manufacturing facilities. This localized sourcing strategy not only supports regional economies but also significantly reduces transportation requirements, thereby minimizing associated carbon emissions and environmental impact.

By integrating sustainability considerations into our supply chain, we reinforce our commitment to environmental stewardship, operational efficiency and creation of long-term value for all stakeholders. We are in the midst of developing a mechanism to calculate the percentage of input sourced sustainably.

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.**

Radico Khaitan is committed to promoting circular packaging practices and improving material efficiency across its operations. As part of this ongoing effort, we have achieved significant progress in reclaiming and reusing glass bottles.

In the financial year 2024-25, we successfully reclaimed 20% of our glass bottles for certain key brands, demonstrating our dedication to reducing dependence on virgin glass and enhancing resource circularity.

Glass bottles are collected through multiple recovery channels and subsequently returned to our bottling facilities, where they undergo a standardized process of sorting, cleaning, refilling and reuse. This initiative not only helps minimize waste generation, but also contributes to energy savings and emissions reduction, supporting our broader sustainability objectives.

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

Yes, the collection plan is in line with Extended Producer Responsibility laws applicable to the Company. During FY2025, as part of its Extended Producers Responsibility, Radico Khaitan recycled 13,543 MT of plastic waste, resulting in significant sustainability impact.

Leadership Indicators

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

No. While a comprehensive Life Cycle Assessment (LCA) is yet to be undertaken, Radico Khaitan remains firmly committed to minimizing its environmental and social footprint. We have proactively implemented a range of measures within our manufacturing operations to mitigate adverse impacts and promote sustainability.

Our commitment is reflected in ongoing initiatives focused on:

- Reducing energy consumption through process optimization and energy-efficient technologies
- Minimizing water usage by adopting water conservation and recycling practices
- Lowering waste generation by enhancing operational efficiency and promoting responsible waste management

These efforts underscore our dedication to integrating sustainable practices into our core operations, even as we work toward more comprehensive assessment frameworks in the future.

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.

Not Applicable

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

Indicate input material Recycled or re-used input material to total material	FY2025	FY2024
Glass Bottle	20%	21%

* There was a marginal decline in the reclaim rate of glass bottles, primarily due to a change in the pack mix, driven by the increased adoption of pocket packs in certain key brands, which do not utilize glass bottles.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.

In alignment with our commitment to circular economy principles, Radico Khaitan has consistently focused on improving the reuse of glass bottles across its operations.

In FY 2023-24, 21% of glass bottles for certain key brands were reclaimed and reused. In FY 2024-25, the reclaim rate stood at 20%. This marginal decline was primarily attributed to a change in pack mix, driven by the increased adoption of pocket packs in some of our key brands, which do not utilize glass bottles.

The reclaimed glass bottles are collected through multiple recovery channels and transported to our bottling units, where they undergo a standardized process of sorting, cleaning and refilling. This initiative significantly reduces the dependence on virgin glass, lowers energy consumption and supports our broader sustainability and emissions reduction goals.

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
Glass Bottle	20%

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

Sustainable Development Goals Mapped with NGRBC Principle 3



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	1,194	1,194	100%	1,194	100%	NA	NA	-	-	-	-
Female	27	27	100%	27	100%	27	100%	NA	NA	27	100%
Total	1,221	1,221	100%	1,221	100%	27	100%	-	-	27	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	273	273	100%	273	100%	NA	NA	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	273	273	100%	273	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	2,107	2,107	100%	2,107	100%	NA	NA	-	-	-	-
Female	260	260	100%	260	100%	260	100%	NA	NA	260	100%
Total	2,367	2,367	100%	2,367	100%	260	100%	-	-	260	100%

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

Particulars	FY2025	FY2024
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.05%

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

Benefits	FY2025			FY2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100%	30%	Y*	100%	100%	Y
Gratuity	100%	30%	NA	100%	100%	NA
ESI	6%	21%	Y	8%	12%	Y
Others:	-					

*Radico maintains a trust authorized by the EPFO under the Ministry of Labour.

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 Company is dedicated to fostering an inclusive work environment that supports the diverse needs of all employees, including those with disabilities. We provide:

- Accessible workspaces and specialized equipment
- Necessary accommodations to facilitate daily functions
- Essential resources to enable efficient performance

By doing so, we aim to create a workplace where every individual can thrive, contribute and grow, regardless of their abilities.

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.

At Radico Khaitan, we are committed to fostering an inclusive and equitable workplace where everyone is given equal opportunity to thrive. We ensure that individuals with disabilities are treated with fairness and respect at every stage—be it recruitment, training or career advancement. This commitment is formalized through our Social Accountability Policy, which aligns with the provisions of the Rights of Persons with Disabilities Act, 2016 and the corresponding Rules, 2017.

The Policy is designed to eliminate barriers that may hinder the full and effective participation of persons with disabilities in the workplace. By embracing diversity and promoting inclusion, we strive to create an environment where the skills, talents and contributions of differently abled employees are recognized, supported and valued.

The policy as available on the website of the Company can be accessed at <https://www.radicokhaitan.com/wp-content/uploads/2025/06/Social-Accountability-Policy.pdf>

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*	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

*There were no male employees who took parental leave during FY 2024-25 or FY 2023-24

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

Particulars	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a structured grievance redressal mechanism in place to address employee concerns effectively. Workers are encouraged to approach their functional head or the HR team directly or through their respective unions, based on location-specific arrangements. All employees, including non-permanent staff, have the freedom to first escalate their concerns to their immediate Head of Department (HOD); if unresolved, they may reach out to the HR or Unit Head, as applicable.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	In addition to formal channels, the Company has also established various informal touchpoints to engage with employees and better understand their concerns. These informal interactions play a key role in fostering open communication, identifying emerging issues early and building a responsive and inclusive workplace culture.

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

Category	FY2025			FY2024		
	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	1,221	-	-	1,194	-	-
Male	1,194	-	-	1,170	-	-
Female	27	-	-	24	-	-
Total Permanent Workers	273	141	52%	275	143	52%
Male	273	141	52%	275	143	52%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers

Category	FY2025					FY2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
Employees										
Male	1,194	271	23%	592	50%	1,170	95	8%	510	44%
Female	27	6	22%	5	19%	24	11	46%	10	42%
Total	1,221	277	23%	597	49%	1,194	106	9%	520	44%
Workers										
Male	2,380	2,184	92%	2,312	97%	275	196	71%	173	63%
Female	260	260	100%	260	100%	-	-	-	-	-
Total	2,640	2,444	93%	2,572	97%	275	196	71%	173	63%

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

Category	FY2025			FY2024*		
	Total (A)	No. (B)	% (B/ A)	Total (C)	No. (D)	% (D/ C)
Employees						
Male	1,194	1,099	92%	-	-	-
Female	27	18	67%	-	-	-
Total	1,221	1,117	91%	-	-	-
Workers						
Male	273	226	83%	-	-	-
Female	-	-	-	-	-	-
Total	273	226	83%	-	-	-

*While we did carry out performance and career development programme during FY 2023-24, the mechanism for data collation was being developed. Therefore, we have not provided the details for FY 2023-24.

The above data reflects performance evaluation of permanent employees and workers.

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, what is the coverage of such a system?

We have implemented a strong Occupational Health and Safety Management System across all our facilities, ensuring 100% coverage of employees and workers. Several of our sites are ISO 45001:2018 certified, reflecting our commitment to maintaining internationally recognized safety standards. Our Health and Safety Policy reinforces this commitment by promoting regular training, enabling employees to voice safety concerns without hesitation, proactively identifying and assessing risks, and promptly undertaking corrective actions to ensure a safe working environment for all.

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

As part of our commitment to ensuring a safe and healthy workplace, the Company has institutionalised a structured Hazard Identification and Risk Assessment (HIRA) process across all operational units. This process is a critical component of our Occupational Health and Safety Management System and is implemented for all employees and workers, including contract personnel.

The HIRA process involves systematic identification of potential hazards associated with various tasks, assessment of the likelihood and severity of risks and prioritisation based on risk levels. Following this assessment, appropriate control measures are implemented using the standard Hierarchy of Controls, including elimination, substitution, engineering and administrative controls, etc.

The Company undergoes audit on yearly basis to ensure health and safety environment assessment, hygiene and upholding of human rights.

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

The Company has adopted a comprehensive approach to occupational health and safety, ensuring that potential risks such as chemical leakages, fire hazards and other safety concerns are proactively identified, monitored and addressed. Regular induction and fire safety training programs are conducted to equip all employees and contract workers with the knowledge and skills needed to manage risks and respond effectively to emergencies. These trainings cover safe work practices, emergency procedures and encourage open communication about safety concerns. Emergency preparedness is strengthened through mock drills and clearly defined response plans. We also promote active employee involvement in safety initiatives, creating a culture of shared responsibility and continuous improvement to maintain a safe and healthy work environment.

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

Yes, we are committed to the holistic well-being of its employees and workers by providing access to non-occupational medical and healthcare services. Beyond occupational health provisions wherever applicable, we offer onsite medical support or have established partnerships with local hospitals and clinics to ensure prompt and comprehensive care. Regular health camps, preventive screenings and wellness programs—covering physical, mental and lifestyle-related aspects—are organised to promote long-term well-being. These initiatives underscore our dedication to creating a healthy and supportive work environment for all.

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

Safety Incident/Number	Category	FY2025	FY2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	1	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

At Radico Khaitan, the safety and well-being of our people remain paramount. We are committed to developing and maintaining robust systems in line with the ISO 45001:2018 International Standard for Occupational Health and Safety, which forms the foundation of our health and safety management framework.

In the design, acquisition and operation of plants, facilities and industrial machinery, we give meticulous consideration to applicable regulatory and statutory requirements to ensure a safe and healthy workplace environment.

We continually invest in advanced technologies, safety systems and operational procedures to protect our employees and support the seamless functioning of our operations. Engineering controls are integrated into our production processes to minimize operational risks and enhance workplace safety.

Our Environment, Health, and Safety (EHS) Policy is applicable across all operational units of the Company. Key initiatives include:

- Regular safety training programs conducted as per an established annual calendar
- Periodic health check-ups and on-site medical support for employees
- Implementation of proactive measures to reduce Greenhouse Gas (GHG) Emissions
- Continuous enhancement of a safe and healthy work environment

For further details on our occupational health and safety performance, please refer to Question 10 of the Essential Indicators under this principle.

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

Particulars	FY2025			FY2024		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health and safety practices	62.5%
Working Conditions	62.5%

*We adopt a risk-based approach to assess health and safety practices and working conditions, which is an integral part of our internal audit system. A structured and proactive framework is in place at the plant level to regularly evaluate and monitor these aspects. While these systems are actively implemented, the reported figures reflect the outcomes of formal assessments conducted under risk-based approach as a part of internal audits, ensuring a consistent focus on employee well-being and workplace safety.

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.

During the financial year 2024-25, no significant health and safety risks were identified across our operations. Accordingly, this disclosure is not applicable (N.A.) for the reporting period.

Leadership Indicators

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

Yes, permanent employees and workers are covered under group life insurance of the Company.

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

As part of our commitment to ethical workforce practices and legal compliance, the Company follows a rigorous process to ensure that all statutory obligations concerning contractual employees are fulfilled prior to releasing payments to contractors. This includes verification of wage disbursement and compliance with applicable labour laws. Contractors are required to submit relevant challans and statutory return filings as proof of compliance.

For suppliers, we have strong contractual agreements in place that mandate adherence to all applicable statutory and regulatory requirements. As part of our due diligence process and ongoing assessments, we also obtain formal declarations from suppliers confirming that all relevant statutory dues have been paid. These measures help us maintain integrity, transparency and legal accountability across our operations and supply chain.

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

Particulars	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	
	FY2025	FY2024	FY2025	FY2024
Employees	N.A. as there has been no rehabilitation.		N.A. as there has been no rehabilitation.	
Workers				

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

Yes, the Company provides transition assistance programs to support continued employability and smooth career transitions in cases of retirement or termination of employment. This is facilitated through various skill upgradation and reskilling programs, which equip individuals with relevant competencies and enhance their opportunities for future employment or self-sustained livelihoods. These initiatives reflect the Company's commitment to responsible employment practices and long-term workforce well-being.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practice*	Nil
Working Conditions*	Nil

* While we have multiple checks and balances in place, including the assessment of suppliers, we are in the process of formalising a structured mechanism to systematically collate and analyse this data.

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

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

Sustainable Development Goals Mapped with NGRBC Principle 4



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Radico Khaitan follows a structured and inclusive approach to stakeholder identification and engagement. Stakeholders are identified based on their level of influence, dependence and potential impact on or by the Company's operations, products, services and value chain. This process includes internal assessments, consultations with key departments, and feedback mechanisms to ensure that all relevant stakeholder groups—such as employees, contractors, suppliers, customers, investors, local communities, regulators, etc. are appropriately recognised.

The Company ensures that these stakeholders are engaged through transparent and continuous dialogue to understand their expectations and incorporate their inputs into decision-making processes, thereby strengthening trust and driving sustainable value creation.

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	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Website, E-mail and one to one/ group meet 	<ul style="list-style-type: none"> As and when required 	<ul style="list-style-type: none"> Assessment of product quality and development Addressing grievances and concerns Providing assurance and solutions Feedback and suggestions

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	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Website, E-mail, training sessions, performance review meet, employee surveys and periodical work meet. 	<ul style="list-style-type: none"> On-going basis 	<ul style="list-style-type: none"> Empowering Work Environment Personal Development and Growth Health and Safety Grievance Resolution Compensation On-job Trainings
Government/ Regulatory Bodies	No	<ul style="list-style-type: none"> Ongoing Meetings and Dialogues 	<ul style="list-style-type: none"> On-going basis 	<ul style="list-style-type: none"> Regulatory Compliances Transparency in Disclosures Corporate Governance Practices
Shareholders and Investors	No	<ul style="list-style-type: none"> Quarterly financial results through stock exchanges Analyst meetings General Meetings Emails Newspaper advertisements Notices Annual Report Website 	<ul style="list-style-type: none"> Quarterly Annual Event Based 	<ul style="list-style-type: none"> Updates on Financial Results and Business Performance Addressing Investors' Concerns and queries Providing Insights on Corporate Governance Mechanism
Communities	No	<ul style="list-style-type: none"> Website, E-mail and Public Hearings 	<ul style="list-style-type: none"> As and when required 	<ul style="list-style-type: none"> Communication regarding Sustainable growth Addressing grievances and concerns Providing assurance and solutions
Suppliers/ Service Providers	No	<ul style="list-style-type: none"> Website and E-mail, one to one/ group meet 	<ul style="list-style-type: none"> As and when required 	<ul style="list-style-type: none"> Communication regarding Sustainable use of natural resources Addressing grievances and concerns Providing assurance and solutions Infrastructural Support
Industrial Association	No	<ul style="list-style-type: none"> Participation in various Trade Associations and events, Membership in various Committees and Forums 	<ul style="list-style-type: none"> On-going basis 	<ul style="list-style-type: none"> Responsible Corporate Citizenship Discussion on Best Industrial Practices Updatations with Regulatory Amendments Compliance and Transparaency

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	Purpose and scope of engagement including key topics and concerns raised during such engagement
Media	No	<ul style="list-style-type: none"> Press Conference, Press Release, Media Events, Conclaves, Participation in Forums and Summits and one-to one interaction by Senior Management 	<ul style="list-style-type: none"> On-going basis 	<ul style="list-style-type: none"> Addressing stakeholders Product Launch Branding Sharing Management views

Leadership Indicators

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

The Company is committed to maintaining open, transparent and consistent communication with its stakeholders on key economic, environmental and social matters. To ensure meaningful engagement, the Board has entrusted various internal committees, management with the responsibility of facilitating regular dialogue with stakeholders on ESG-related topics. These committees serve as key enablers of stakeholder consultation by organising structured interactions, collecting feedback and addressing concerns raised across diverse stakeholder groups—including employees, investors, suppliers, local communities and regulatory bodies.

The insights gathered through these engagements are systematically documented and reported to the management, enabling a well-informed and responsive decision-making process. This structured feedback loop helps the Company remain aligned with stakeholder expectations, strengthen relationships and continuously improve its sustainability performance. Through this inclusive approach, Radico Khaitan reinforces its commitment to responsible business practices and long-term value creation.

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

Yes, stakeholder consultation is a core component of Radico Khaitan's approach to sustainable and responsible business. The Company strongly believes that engaging with stakeholders is essential to understanding the broader impact of its operations and ensuring that its policies and actions are aligned with the expectations of those it affects. Rooted in a philosophy of inclusivity, transparency and continuous improvement, Radico Khaitan views stakeholder input as a valuable driver for identifying, prioritising and managing key environmental and social topics.

Regular engagement with stakeholders as stated in answer to question 1 above has helped us gather insights and influence our initiatives. For example, we adopted Zero Liquid Discharge (ZLD) systems and implemented groundwater recharge programs across manufacturing sites. Similarly, employee consultations regarding workplace safety and well-being led to the expansion of health monitoring programs, safety training and mental wellness initiatives. Engagement with suppliers helped reinforce ethical sourcing practices and compliance with labour laws.

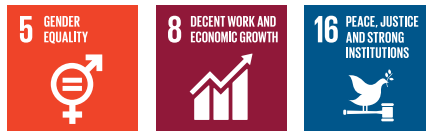
These instances reflect how Radico Khaitan integrates stakeholder feedback into its decision-making processes, strengthening its environmental and social performance and reinforcing its commitment to inclusive and sustainable growth.

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

Not Applicable

Principle 5: Businesses should respect and promote human rights

Sustainable Development Goals Mapped with NGRBC Principle 5



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	FY2025			FY2024		
	Total (A)	No. of employees/workers covered (B)	% (B/ A)	Total (C)	No. of employees/workers covered (D)	% (D/ C)
Employees						
Permanent	1,221	35	3%	1194	31	3%
Other than permanent	-	-	-	-	-	-
Total Employees	1,221	35	3%	1,194	31	3%
Workers						
Permanent	273	14	5%	275	29	11%
Other than permanent	2,367	-	-	2,326	-	-
Total Workers	2,640	14	1%	2,601	29	1%

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

Category	FY2025					FY2024				
	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)
Permanent Employees										
Male	1,194	-	-	1,194	100%	1,170	-	-	1,170	100%
Female	27	-	-	27	100%	24	-	-	24	100%
Other than Permanent Employees										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Permanent Workers										
Male	273	-	-	273	100%	275	-	-	275	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent Workers										
Male	2,107	2,107	100%	-	-	2,266	2,266	100%	-	-
Female	260	260	100%	-	-	60	60	100%	-	-

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

a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)
Board of Directors (BoD)*	6	81,69,500	1	7,00,000
Key Managerial Personnel*	5	3,29,25,000	-	-
Employees other than BoD and KMP	1,194	7,63,212	27	13,13,136
Workers	273	3,72,930	-	-

*Executive Directors included both in Directors and Key Managerial Personnels

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

Parameter	FY2025	FY2024
Gross wages paid to females as % of total wages	1.51%	1.60%

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

Yes, Radico Khaitan has designated focal points and a robust policy framework to address human rights impacts and related concerns arising from its business activities. The Human Resources (HR) and Industrial Relations (IR) teams at each location are the primary contact points responsible for identifying, assessing and managing such issues in a timely and effective manner.

This approach is supported by several key policies, including the Social Accountability Policy, Stakeholder Grievance Redressal Policy, Whistle-Blower Policy, Sexual Harassment Policy, Anti-Bribery Policy and the Environment, Health and Safety (EHS) Policy. These collectively ensure that all human rights concerns are handled with transparency, sensitivity and a strong commitment to fairness and ethical conduct across the organisation.

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

Radico Khaitan has a well-structured internal mechanism to redress grievances related to human rights. As stated in question 4 above, the Human Resources (HR) and Industrial Relations (IR) teams at each unit act as the primary contact points for addressing concerns. These are supported by formal policies such as the Whistle-Blower Policy, Stakeholder Grievance Redressal Policy, Social Accountability Policy and Sexual Harassment Policy, which ensure fair, confidential and non-retaliatory grievance handling.

To strengthen this further, the Company has enhanced its mechanism by:

- Dedicated email id for raising concern available as part of Whistle Blower Mechanism available on the website of the Company and can be accessed at <https://www.radicokhaitan.com/wp-content/uploads/2022/09/Whistle-Blower-Policy.pdf>.
- Periodic grievance audits to assess effectiveness and identify gaps.
- Employee and contractor awareness programs to ensure all stakeholders are informed about their rights and reporting mechanisms.

These practices reinforce Radico Khaitan's commitment to respecting human rights and ensuring an inclusive, safe and accountable workplace.

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

Particulars	FY2025			FY2024		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Particulars	FY2025	FY2024
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	N.A.	N.A.
Complaints on POSH upheld	N.A.	N.A.

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

Radico Khaitan has established mechanisms to protect complainants in cases of discrimination and harassment. As outlined in the Whistle-Blower Policy and Sexual Harassment Policy, the Company ensures that complainants are not subjected to retaliation, victimisation or disadvantage. Complaints are handled with confidentiality and the policies include safeguards to protect the identity and dignity of the complainant throughout the process, along with disciplinary action against anyone attempting to intimidate or retaliate.

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

Yes, we have integrated human rights obligations into its business agreements and contracts. The Company requires its vendors, contractors and suppliers to comply with all applicable labour regulations and uphold ethical standards, including fair remuneration, equal opportunity, safe working conditions and protection from forced or discriminatory practices. These expectations are clearly outlined through contractual clauses, supported by declarations of compliance and routine evaluations. This approach reflects Radico Khaitan's strong commitment to upholding human rights and promoting responsible conduct throughout its supply chain.

10. Assessments of the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	62.5%
Forced/involuntary labour	62.5%
Sexual harassment	62.5%
Discrimination at workplace	62.5%
Wages	62.5%
Others – Freedom of Association	62.5%
Others – Working Condition	62.5%

* We adopt a risk-based approach to for Human Rights Assessment, which is an integral part of our internal audit system. A structured and proactive framework is in place at the plant level to regularly evaluate and monitor these aspects. While these systems are actively implemented, the reported figures reflect the outcomes of formal assessments conducted under risk-based approach as a part of internal audits, ensuring a consistent focus on employee well-being and workplace safety.

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 as there was no significant risk identified as part of assessment.

Leadership Indicators

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

Not Applicable

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

Human rights due diligence process covers a comprehensive range of areas across all our plants. This includes prevention of sexual harassment (POSH), non-discrimination, prohibition of child and forced labour, fair wages, safe and healthy working conditions and overall labour rights compliance. These aspects are regularly monitored to ensure alignment with legal requirements and the Company's ethical standards, reinforcing its commitment to a respectful, safe and equitable work environment.

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

Yes, the premises/ offices of the entity is accessible to differently abled visitors, as per the requirements or the Rights of Persons with Disabilities Act, 2016. Necessary infrastructure and support systems are provided to ensure barrier-free access. Where standard provisions may not suffice, the Company makes additional arrangements as required to accommodate specific needs, reinforcing its commitment to inclusivity and equal access for all.

4. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/ Involuntary Labour	-
Wages	-
Others – please specify	-

* While we have multiple checks and balances in place, including the assessment of suppliers, we are in the process of formalising a structured mechanism to systematically collate and analyse this data.

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

Not Applicable.

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

Sustainable Development Goals Mapped with NGRBC Principle 6



Essential Indicators

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

Parameter	FY2025	FY2024*
From renewable sources in Joules (GJ)		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	33,61,777	24,48,023
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	33,61,777	24,48,023
From non-renewable sources in Joules		
Total electricity consumption (D)	79,246	69,201
Total fuel consumption (E)	7,82,874	4,35,513
Energy consumption through other sources (F)	-	-
Total energy consumed from nonrenewable sources (D+E+F) (in KWH)	8,62,120	5,04,714
Total energy consumed (A+B+C+D+E+F)	42,23,897	29,52,737
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) ²	2.47	1.91
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP) ²	50.89	42.72
Energy intensity in terms of physical output³	13,469.06	10,277.54
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*Note- Due to addition in manufacturing sites, the data for previous and this financial year is not comparable.

As part of our ongoing commitment to enhancing data accuracy and transparency, Radico Khaitan identified certain refinements required in the previously reported Energy Consumption data for the financial year 2023-24. Following a comprehensive internal review and verification process, we have incorporated these refinements and are now presenting the revised and updated Energy Consumption data for the said period.

²Calculated basis per lakh turnover to ensure relativity. PPP rates for FY 2025 taken as INR 20.66 and INR 22.4 for FY 2024. Source- <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

³Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency
- No

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

Not Applicable, as we do not fall under the categories mandated in the PAT scheme.

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

Parameter	FY2025	FY2024*
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	12,42,009.39	10,51,332.22
(iii) Third party water (Municipal water supplies, bottled water and tanker water)	57,689	41739
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,99,698.39	10,93,071.22
Total volume of water consumption (in kilolitres)	12,99,698.39	10,93,071.22
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) ⁴	0.76	0.71
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) ⁴	15.66	15.86
Water intensity in terms of physical output⁵	4,144.45	3,804.64
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Note- Due to addition in manufacturing sites, the data for previous and this financial year is not comparable.

As part of our ongoing commitment to enhancing data accuracy and transparency, Radico Khaitan identified certain refinements required in the previously reported disclosures related to Water for the financial year 2023–24. Following a comprehensive internal review and verification process, we have incorporated these refinements and are now presenting the revised and updated disclosures related to Water for the said period.

⁴Calculated basis per lakh turnover to ensure relativity PPP rates for FY 2025 taken as INR 20.66 and INR 22.4 for FY 2024. Source- <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

⁵Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by any external agency - No

4. Provide the following details related to water discharged:

Parameter	FY2025	FY2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

*Radico Khaitan has adopted a robust Zero Liquid Discharge (ZLD) mechanism across its operations. The entire process cycle is designed to ensure that all wastewater generated is either treated and reused internally or evaporated, resulting in no liquid discharge into any external water bodies, including rivers, lakes, groundwater or the sea.

This approach reflects our strong commitment to sustainable water management and environmental protection, ensuring that only solid residues remain post-treatment, which are managed in compliance with applicable regulations.

Through the implementation of ZLD, Radico Khaitan reinforces its goal of minimizing environmental impact, conserving water resources and operating in harmony with the ecosystems surrounding its facilities.

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

Radico Khaitan recognizes the critical importance of water stewardship and is committed to sustainable water management across all its operations. We have implemented several advanced initiatives to optimize water usage, promote recycling and reduce reliance on freshwater resources.

A major step in this direction has been the installation of a Condensate Processing Unit (CPU). This unit facilitates the reutilization of process condensate across all plants—including evaporators, lees, RO permeate water and other inorganic wastewater streams—for use in cooling tower makeup, molasses dilution and flour dilution during liquefaction. This initiative significantly reduces our dependence on groundwater extraction and strengthens our ability to maintain Zero Liquid Discharge (ZLD) across facilities.

With the CPU upgrade, we have also enhanced biogas (green energy) production from 3,000 to 3,500 m₃/day. This not only supports renewable energy usage but also contributes to freshwater savings by recycling treated water for operational use.

At our Sitapur facility, we have taken proactive steps to strengthen water resilience by establishing a rainwater harvesting pond. This reservoir functions as a year-round water source, supporting production and reducing dependency on local freshwater supplies.

All of our manufacturing units have adopted the Zero Liquid Discharge model, where treated water from bottling units is reintroduced into the production cycle or utilized for gardening and auxiliary purposes, ensuring efficient resource utilization and minimal environmental impact.

These collective measures underscore our long-term commitment to environmental responsibility, resource efficiency and sustainable manufacturing practices.

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

Parameter	Please specify unit	FY2025	FY2024*
NOx	KG	60,887	54,018
SOx	KG	71,766	50,585
Particulate Matter (PM)	KG	47,077	38,758
Persistent Organic Pollutants (POP)		-	-
Volatile organic Compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others- please specify		-	-

*Note- Due to addition in manufacturing sites, the data for previous and this financial year is not comparable.

As part of our ongoing commitment to enhancing data accuracy and transparency, Radico Khaitan identified certain refinements required in the previously reported air emissions data for the financial year 2023-24. Following a comprehensive internal review and verification process, we have incorporated these refinements and are now presenting the revised and updated air emissions data for the said period.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by any external agency - No

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

Parameter	Unit	FY2025	FY2024*
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)	Tco ₂ eq	90,357	46,275
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)	Tco ₂ eq	16,003	13,763
Total Scope 1 and Scope 2 emissions per rupee of turnover⁶	Tco ₂ eq/Lakh	0.06	0.04

Parameter	Unit	FY2025	FY2024*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)⁶ (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	Tco ₂ eq/Lakh	1.28	0.87
Total Scope 1 and Scope 2 emission intensity in terms of physical output⁷		339.16	208.97
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Note- Due to addition in manufacturing sites, the data for previous and this financial year is not comparable.

As part of our ongoing commitment to enhancing data accuracy and transparency, Radico Khaitan identified certain refinements required in the previously reported Greenhouse Gas (GHG) emissions data for the financial year 2023-24. Following a comprehensive internal review and verification process, we have incorporated these refinements and are now presenting the revised and updated GHG emissions data for the said period.

⁶Calculated basis per lakh turnover to ensure relativity PPP rates for FY 2025 taken as INR 20.66 and INR 22.4 for FY 2024. Source- <https://www.imf.org/external/datamapper/PPPEX@WEO/QEMDC/IND>

⁷Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by any external agency – No

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

Radico Khaitan remains deeply committed to reducing its Greenhouse Gas (GHG) emissions and addressing its carbon footprint across all levels of operations. In alignment with our long-term vision for environmental sustainability, we have outlined both short-term and long-term emission reduction targets, supported by a series of multi-dimensional strategies. For more details on the Company's projects on reducing carbon footprint, refer "Rising Responsibly" section (page 42 onwards).

Our Path Forward

Radico Khaitan is steadily advancing toward a low-carbon, energy-efficient future. Our focus remains on transitioning to renewable energy, enhancing energy efficiency, reducing waste and embedding sustainable practices into every aspect of our operations. These initiatives not only reflect our commitment to climate responsibility but also position us as a forward-looking and environmentally responsible industry leader.

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

Parameter	FY2025	FY2024*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	202.54	362.93
E-waste (B)		
Bio-medical waste (C)	0.013	
Construction and demolition waste (D)		
Battery Waste (E)		0.04
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G) These are general hazardous waste viz used oil, residual cotton, Chemical sludge, etc.	120.1	63.54
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) These are general non- hazardous waste vis cardboard box, barrels, grinding dust etc.	27,703.53	15,554.07
Total (A+B + C + D + E + F + G+ H)	28,026.18	15,980.58
Waste intensity per rupee of turnover (Total waste generated /revenue from operation) ⁸	0.02	0.01

Parameter	FY2025	FY2024*
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) (Total Revenue waste from generated/ operations adjusted for PPP) ⁸	0.34	0.23
Waste intensity in terms of physical output⁹	89.4	55.62
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	-	-
(ii) Re-used	55.725	62.011
(iii) Other recovery operations	25,028.2	14,170
Total	25,083.925	14,232.011
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	82.25	62.52
(iii) Other disposal operations	27,943.92	15,918.07
Total	28,026.17	15,980.59

*Note- Due to addition in manufacturing sites, the data for previous and this financial year is not comparable.

As part of our ongoing commitment to enhancing data accuracy and transparency, Radico Khaitan identified certain refinements required in the previously reported Waste Management data for the financial year 2023-24. Following a comprehensive internal review and verification process, we have incorporated these refinements and are now presenting the revised and updated Waste Management data for the said period.

⁸Calculated basis per lakh turnover to ensure relativity. PPP rates for FY 2025 taken as INR 20.66 and INR 22.4 for FY 2024. Source- <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

⁹Calculated basis per lakh cases sold to ensure relativity.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by any external agency
– No

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.

Radico Khaitan has instituted a standardized methodology for the identification, segregation and quantification of waste generated across its operations. This structured approach ensures precise tracking and responsible handling of waste streams in accordance with regulatory and environmental standards.

The Company adheres to the principles of the 3Rs—Reduce, Reuse and Recycle—as the foundation of its waste management strategy, with all waste being thoroughly treated and managed prior to final disposal.

A key element of our water management system is the Effluent Treatment Plant (ETP), which enables both primary and secondary treatment of wastewater generated during operations. Treated water is then internally reutilized within the facility for various non-potable purposes, thus significantly reducing freshwater dependency.

To further minimize environmental impact, the Company employs Multiple Effect Evaporators (MEE)⁽¹⁾ and Reverse Osmosis (R.O.)⁽²⁾ systems to reduce the volume of residual effluent. The remaining concentrate is stored in intermediate holding tanks and subsequently transferred to an impervious holding lagoon designed in strict compliance with Central Pollution Control Board (CPCB) norms. This setup ensures zero contamination of groundwater, with hand pumps installed for regular monitoring of water quality by designated inspecting authorities.

The treated effluent is also utilized for bio-composting, in combination with press mud obtained from sugar mills. This process results in the production of high-quality, micro-nutrient rich organic manure, which is packaged and sold to fertilizer companies, promoting circularity and adding value to what would otherwise be waste.

Through these comprehensive efforts, Radico Khaitan demonstrates its strong commitment to sustainable waste management, water conservation and environmental stewardship.

Note- ⁽¹⁾MEE plant refers to a Multiple-Effect Evaporator plant. This is a system used to evaporate water or other solvents from a solution, usually to concentrate the remaining solutes.

Note- ⁽²⁾ R.O. plant refers to a Reverse Osmosis plant, which is a water purification system that uses the reverse osmosis process to remove contaminants from water. This process involves forcing water through a semipermeable membrane, which filters out impurities, such as salts, bacteria and other dissolved substances, resulting in purified water.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/ N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable:

All operations and offices of Radico Khaitan are located within designated industrial parks or industrial zones. None of our facilities are situated in or near ecologically sensitive or environmentally protected areas. As such, environmental clearance is not applicable to any of our manufacturing units or office locations under the current regulatory framework.

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

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

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:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, Radico Khaitan is fully compliant with all applicable environmental laws, regulations, guidelines and provisions as prescribed under Indian legislation.

Leadership Indicators

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

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

(i) Name of the area: Reengus, Rajasthan

(ii) Nature of operations: Bottling Unit

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

Parameter	FY2025	FY2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	18,111	19,009
(iii) Third party water (Municipal water supplies, bottled water and tanker water)	209	156.00
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	18,320	19,165
Total volume of water consumption (in kilolitres)	18,320	19,165
Water intensity per rupee of turnover (Water consumed/ revenue from operations) ¹⁰	0.01	0.01
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) ¹⁰	0.21	0.28
Water intensity in terms of physical output¹¹	58.42	66.71
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY2025	FY2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: ¹⁰Calculated basis per lakh turnover to ensure relativity PPP rates for FY 2025 taken as INR 20.66 and INR 22.4 for FY 2024. Source- <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>.

¹¹Calculated basis per lakh cases sold to ensure relativity.

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

Parameter	Unit	FY2025	FY2024
Total Scope 3 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The Company has not yet conducted a baseline assessment for Scope 3 emissions. However, the process is underway to identify the hotspots related to GHG emissions that contributes to the Company's overall carbon footprint.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by any external agency – No.

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

Not Applicable, as our business operations are located in industrial zones earmarked by the respective state governments and are not adjacent to ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of VFD on Biogas supply blower	Replaced obsolete dyno drive technology with a new 110KW VFD panel for gas blower speed control. Energy saving of ₹1.37 Lakhs since Jan 2025.	Estimated annual energy saving of ₹6.39 Lakhs. Reduced maintenance cost and improved operational efficiency.
2.	Installation of LED lights in place of conventional lights	Replaced conventional lighting with energy-efficient LED lights across operations.	Improved energy efficiency and lighting quality.
3.	Interconnection of lines for heat recovery	Utilized heat energy from Process PHE to raise DM water temperature for 65 TPH boiler.	Reduced boiler fuel consumption through energy reuse.
4.	Installation of CO ₂ plant (150 TPD capacity)	Installed in Jan 2025 to capture and utilize CO ₂ .	Enhanced resource recovery and environmental performance.
5.	LED lighting upgrades in rice husk yard & bottling hall	Replaced 250W HPSV/HPMV lights with 90W/70W LEDs and conventional tubes with LED tubes.	Improved illumination and reduced power consumption. Reduced maintenance costs.
6.	Replacement of old dyno drive with VFD	Old dyno drive replaced with a modern, energy-efficient 110KW VFD panel.	Reduced maintenance cost and energy loss. Improved control and operational reliability.
7.	Automation of outdoor lighting	Automated ON/OFF control of streetlights and high mast towers based on illumination levels.	Daily power saving of approximately 30 kW. Increased operational efficiency and reduced manual intervention.
8.	Use of molasses preservative	Introduced preservative during summer to prevent Total Reducing Sugar (TRS) loss in molasses.	Maintains molasses quality, prevents sugar loss and supports process consistency and product quality.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
9.	Installation of Smart Hybrid Active Filters (SHAF)	Installed at 4 locations to minimize harmonics and improve power factor (from 0.87 to 0.95 lag).	<ul style="list-style-type: none"> • Reduce the Heating in the electrical system. • Improve the power factor and maintain the reactive power • Reduce system losses. The Transmission & distribution losses have reduced. • Improved the Dive efficiency by reducing the heat losses & Current. • We can increase the generator load further.
10.	Installation of 11.75 MW Co-gen power plant	Co-gen power plant uses rice husk/ coal instead of diesel/UPPCL-supplied power.	Achieved self-reliance in power at Rampur. Reduced GHG emissions and promoted renewable energy use.

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

Yes. Radico Khaitan is committed to ensuring uninterrupted operations and the safety of all stakeholders. The Company has developed a comprehensive Business Continuity Plan (BCP) that encompasses the identification of critical business functions, systematic risk assessments and the implementation of preventive and mitigative measures.

Key components of the Business Continuity framework include:

- Regular risk assessments across operational units
- Employee training and awareness programs
- Implementation of robust incident response mechanisms
- Establishment of data recovery protocols and backup systems
- Post-incident assessment, recovery planning and swift restoration of operations

In addition, the Company has formulated an On-Site Emergency Plan, designed to leverage internal resources and reduce dependency on external agencies during crisis situations. The plan aims to ensure rapid, organized and effective responses to emergency events.

Objectives of the On-Site Emergency Plan:

- Contain and mitigate the impact of emergencies on people, property and the environment
- Safeguard personnel not directly affected by the emergency
- Rapidly control and neutralize the incident to prevent escalation
- Assess the number of affected individuals and facilitate prompt medical intervention
- Ensure that the site is fully secure and safe prior to re-entry and resumption of normal operations
- Preserve all relevant documentation and evidence for investigation and root cause analysis
- Restore safety, operational stability and security in the shortest possible time

Through these measures, Radico Khaitan reinforces its commitment to operational resilience, employee well-being and sustainable risk management practices.

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

No significant adverse impact has been observed from the value chain pertaining to environment.

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

While we have multiple checks and balances in place, including the assessment of suppliers, we are in the process of formalising a structured mechanism to systematically collate and analyse this data.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in manner that is responsible and transparent

Sustainable Development Goals Mapped with NGRBC Principle 7



Essential Indicators

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	All India Distillers Association	National
2.	PHD Chambers of Commerce and Industry	National
3.	Uttar Pradesh Distillers' Association	State
4.	Confederation of Indian Alcoholic Beverage Companies (CIABC)	National
5.	Indo-American Chamber of Commerce	International
6.	Grain Ethanol Manufacturers Association	National

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

Not Applicable.

Leadership Indicators

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

We actively engage with various industry associations and regulatory bodies relevant to the alcoholic beverages sector. Through these platforms, the Company presents its views on public policy matters concerning manufacturing, distribution, taxation, labelling and responsible consumption of liquor. By participating in these discussions, Radico Khaitan contributes to shaping an enabling regulatory environment, advocating for balanced policies that support industry growth, compliance and consumer safety, while aligning with national and state-level guidelines.

Principle 8: Businesses should promote inclusive growth and equitable development

Sustainable Development Goals Mapped with NGRBC Principle 8



Essential Indicators

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

Not Applicable.

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:**

Not Applicable.

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

A structured grievance redressal process has been established at the plant/ unit level to ensure that all stakeholder concerns are addressed effectively. Under this framework, any grievances received are reviewed by the Head of the Plant, along with other designated senior members. All grievances are addressed on a priority basis, ensuring timely and fair resolution.

To make the process accessible and inclusive, we have implemented various policies and mechanisms tailored for different stakeholder groups, enabling them to reach out through emails, phone calls and the dedicated contact section on our website at <https://www.radicokhaitan.com/contact-us/>.

Furthermore, each grievance is formally recorded and reported to the Grievance Committee, thereby ensuring transparency, accountability and continuous monitoring of resolution effectiveness.

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

Parameter	FY2025	FY2024
Directly sourced from MSMEs/ small producers	24%	26%
Directly from within India	96%	96%

- 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	FY2025	FY2024
Rural	-	-
Semi-urban	12%	10%
Urban	23%	27%
Metropolitan	65%	63%

*Job creation here taken as vacancies arises and filled by new employee/worker.

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 entity in designated aspirational districts as identified by government bodies.**

Not Applicable.

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

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

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

We promote inclusive and responsible sourcing through a preferential procurement approach that encourages engagement with local vendors, small enterprises and socially responsible suppliers, wherever feasible. While maintaining quality and compliance standards, the Company aims to support regional economic development and strengthen its supply chain resilience. This approach is aligned with its broader ESG commitments, helping foster equitable growth and responsible business partnerships across its value chain. As of now, we are in the process of formalising the data collation to calculate the percentage of total procurement procured through this approach and shall disclose the details as and when the data is auditable.

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

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*:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Radico Bhujal Shakti Project - Water Literacy Programme	11,523	100%
2.	Radico Art of Living Skill Development Skill	465	100%
3.	Sustainability Commitments - Nadi OPD Rampur	3,000	100%
4.	Sustainability Commitments - Nadi OPD Sitapur	11,000	100%

*Includes data for FY 2024-25.

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

Sustainable Development Goals Mapped with NGRBC Principle 9



Essential Indicators

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

The Company has a well-defined mechanism in place to address the concerns of consumers. The Company also takes feedback about its products. Contact details for any complaints/ suggestions are printed on each bottle.

For consumer-related queries and concerns, you can they can reach out to Radico Khaitan through the following channels:

- Head Office Address
- Toll-free Numbers
- Consumer Mail ID

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of our products carry information as "Consumption of alcohol is injurious to health" to provide warning message to consumer.
Safe and responsible usage	
Recycling and/or safe disposal	100% All our Plastic Container used for packaging will carry the Embossed Symbol of recyclability.

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

Particulars	FY2025			FY2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Legal)	-	-	-	4	0	-

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

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

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

Yes, Radico Khaitan's philosophy on privacy is rooted in the ethical business practice, transparency, user consent, secure data practices and responsible data handling. The Company collects personal information only when voluntarily provided by users and uses it solely for the intended purpose, such as responding to

inquiries or service requests. It does not track sensitive data or share personal information with third parties without consent, unless required by law or to fulfil a specific service. With appropriate security measures in place, Radico Khaitan ensures that all personal data is protected, reinforcing its commitment to a safe and trustworthy digital experience. The policy is available at <https://www.radicokhaitan.com/privacy-policy-2/>

- 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 consumers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services.**

Not Applicable

- 7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches**
- b. Percentage of data breaches involving personally identifiable information of customers**
- c. Impact, if any, of the data breaches**

No such instances of data breach were reported during the year.

Leadership Indicators

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

www.radicokhaitan.com

 <https://www.facebook.com/officialradicokhaitan>

 <https://www.instagram.com/radicokhaitan>

 <https://x.com/radicokhaitan>

 https://www.youtube.com/channel/UCVVWh6_lqUSVswj6E6KalmQ

 www.linkedin.com/company/officialradicokhaitan

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

Radico Khaitan takes the following steps to inform and educate consumers about safe and responsible usage of their products:

- Labels clearly state the risks: “Consumption of alcohol is injurious to health” and “Be Safe - Don’t Drink and Drive” messages are printed on labels to promote responsible drinking and driving habits.
- Eco-friendly practices: The recycle logo on PET bottles encourages consumers to recycle and care for the environment.

Our promotional materials at the retail outlets also include a health warning in English as well as vernacular language. Products also carry the warning about responsible drinking and harmful impact of alcohol consumption.

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

Not Applicable as our products are not categorised under essential services.

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

Yes, at Radico Khaitan, we prioritise understanding our customers’ needs and preferences. To achieve this, we:

- Conduct regular surveys to gauge customer satisfaction with our products
- Provide detailed product information on labels, exceeding mandatory requirements
- Periodically assess consumer trends, preferences and satisfaction levels through need-based surveys

These efforts enable us to stay attuned to our customers’ evolving needs and preferences, driving continuous improvement and innovation in our products and services.