



RAJRATAN
OUTPERFORM

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RGWL/25-26/

22nd July, 2025

To BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400001 Scrip Code – 517522	To National Stock Exchange of India Limited ‘Exchange Plaza’, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051 Symbol - RAJRATAN
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Subject: Submission of Business Responsibility and Sustainability Report for the FY 2024-25 pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir

In compliance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed Business Responsibility and Sustainability Report for the financial year 2024-25 which is being sent to the Members through electronic mode and forms part of Annual Report for financial year 2024-25.

It is also available on the Company's website which can be accessed at www.rajratan.co.in.

This is for your information and records.

Yours Faithfully,
For Rajratan Global Wire Ltd.

Shubham Jain
Company Secretary & Compliance Officer

RAJRATAN GLOBAL WIRE LIMITED

Regd. Office: Rajratan House, 11/2, Meera Path, Dhenu Market, Indore-452003, Madhya Pradesh, India. Tel.: +91-731-2546401
Factory: 200-B, Sector-1, Pithampur-454775, Dist. Dhar, Madhya Pradesh, India. Tel.: +91-7292-253429, 253375

Email : investor.cell@rajratan.co.in CIN No. L27106MP1988PLC004778

Annexure IX

Business Responsibility & Sustainability Report

I. Details of the listed entity

No.	Information	Details
1.	Corporate Identity Number (CIN)	L27106MP1988PLC004778
2.	Name of the Company	RAJRATAN GLOBAL WIRE LIMITED
3.	Year of incorporation	1988
4.	Registered office address	Rajratan House' 11/2 Meera Path Dhenu Market, Indore – 452003 M.P
5.	Corporate address	Rajratan House' 11/2 Meera Path Dhenu Market, Indore – 452003 M.P
6.	E-mail id	investor.cell@rajratan.co.in
7.	Telephone	0731-2546401
8.	Website	http://www.rajratan.co.in/
9.	Financial year reported	April 1, 2024 to March 31, 2025
10.	Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 1015 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sunil Chordia, Chairman and Managing Director, DIN 00144786, Contact No. +91 731 – 2546401
13.	Reporting Boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturer of tyre bead wire and high carbon steel wire	100%

17. 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	Tyre bead wire	2410	89
2	High carbon steel wire	2410	11

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	1	2	3

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	19

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

16.32%

c. A brief on types of customers

The Company is engaged in the manufacturing of bead wire which is primarily utilized in the production of tyres. Additionally, the Company produce drawn steel wire, commonly referred to as black wire, which finds applications in various industries such as automobile, construction, and engineering. The company operates under a business-to-business (B2B) model.

IV. Employees

20. Details as at end of Financial Year ,i.e March 31, 2025

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)	229	193	84%	36	16%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	229	193	84%	36	16%
WORKERS						
4.	Permanent (F)	448	411	92%	37	8%
5.	Other than Permanent (G)	158	145	92%	13	8%
6.	Total workers (F + G)	606	556	92%	50	8%

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	6	1	16.67%
Key Management Personnel*	3	0	0%

*For Rajratan Global Wire Limited

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in the year prior to previous FY)			FY 2023 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	2%	11%	19%	46%	24%	7%	2%	9%
Permanent Workers	12%	3%	15%	16%	18%	16%	17%	1%	18%

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

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

Sl. No	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Rajratan Thai Wire Co. Limited	Subsidiary	100%	No
2.	Rajratan Wire USA Inc.	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in Rs.) – 55,646 Lakhs

(iii) Net worth (in Rs.) – 34,784 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place(Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025 Current Financial Year			FY 2024 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes https://rajratan.co.in/policies-and-code	NIL	NIL	NA	NIL	NIL	NA
Customers	Yes https://rajratan.co.in/contact-us	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners	Yes https://rajratan.co.in/contact-us/	NIL	NIL	NA	NIL	NIL	NA
Communities	Yes https://rajratan.co.in/contact-us/	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	Yes The company has its dedicated Stakeholders'	NIL	NIL	NA	NIL	NIL	NA
Shareholders	Relationship Committee https://rajratan.co.in/investor-corresponde	NIL	NIL	NA	NIL	NIL	NA
Other (please specify)		NIL	NIL	NA	NIL	NIL	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity (R/O)	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Management	Risk	Water scarcity continues to pose a significant global challenge, particularly in regions facing high water stress. For manufacturing operations, reliable access to water is essential for both process requirements and community well-being. Hence, responsible water management is critical to mitigate operational disruptions, regulatory risks, and reputational concerns.	Rajratan Global Wire Ltd. adopts a proactive and comprehensive approach to water conservation through its Zero Liquid Discharge (ZLD) policy. The company ensures that no industrial effluent is released into the environment. Treated wastewater is systematically recycled and utilized for landscape development and other non-potable applications. This closed-loop system reduces freshwater dependency and aligns with best practices in industrial water stewardship.	Positive. While implementing and maintaining the ZLD infrastructure involves capital and operational expenditures, the initiative contributes to long-term cost savings by reducing freshwater intake and mitigating potential penalties related to non-compliance. Additionally, it enhances the company’s environmental credentials, supporting its sustainability commitments and stakeholder trust.
2.	Ethics and Compliance	Opportunity	Ethical conduct and regulatory compliance form the foundation of responsible business operations. Non-compliance with applicable laws or unethical behavior can result in legal penalties, reputational damage, and loss of stakeholder trust. As regulatory frameworks become more stringent and stakeholder expectations rise, maintaining high standards of ethics and governance is critical for sustained growth.		Positive. While investments are made in policy development, compliance systems, and employee training, these measures significantly reduce the likelihood of regulatory breaches and associated financial penalties. Furthermore, a strong ethical culture strengthens brand value and investor confidence, supporting long-term financial sustainability.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity (R/O)	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Employee Wellbeing	Risk	Overlooking employee well-being can lead to decreased productivity, higher attrition rates, and low employee morale, all of which can negatively impact organizational efficiency and reputation. Ensuring the physical, mental, and emotional well-being of employees is therefore critical to maintaining a motivated and high-performing workforce.	Rajratan Global Wire Ltd. has instituted transparent policies related to employee compensation, career progression, and grievance redressal. The company actively fosters an inclusive and supportive work environment through various engagement initiatives. Internal programs are designed to promote work-life balance, enhance employee satisfaction, and strengthen organizational culture, thereby driving a sense of belonging and loyalty among the workforce.	Positive. Strategic investments in employee well-being lead to measurable business benefits, including improved productivity, reduced absenteeism, and enhanced employee retention. These outcomes contribute to long-term cost efficiencies and support the company's overall profitability and operational resilience.
4.	Product Innovation, Safety, and Quality	Opportunity	Continuous product innovation and a strong focus on safety and quality are critical to maintaining a competitive edge in the global automotive supply chain. As customer expectations evolve and regulatory requirements become more stringent, offering reliable, high-performance, and safe products presents an opportunity to strengthen market position, build long-term partnerships, and drive sustainable growth.		Positive. Innovative and high-quality products can command premium pricing, leading to increased revenue and profitability, while building customer loyalty and trust.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity (R/O)	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Waste Management	Risk	Inefficient waste management poses environmental, regulatory, and reputational risks. Improper disposal of industrial waste can lead to regulatory non-compliance, environmental degradation, and increased operational costs. As environmental regulations become more stringent, it is imperative for the organization to adopt systematic and sustainable waste handling practices.	Rajratan Global Wire Ltd. follows a structured waste management strategy that emphasizes waste reduction at source, segregation, and safe disposal in compliance with applicable laws. The company promotes recycling and reusing wherever feasible to ensure continuous improvement. Hazardous waste is handled as per statutory norms, with third-party tie-ups for safe treatment and disposal.	Negative. While waste management systems require consistent investment in infrastructure and compliance mechanisms, they help avoid potential penalties, reduce material loss, and enhance operational efficiency. Effective waste management also contributes to the company's sustainability goals and strengthens its brand image among environmentally conscious stakeholders.
6.	Energy Consumption	Risk	High energy consumption, especially from non-renewable sources, exposes the organization to risks such as rising energy costs, supply volatility, and regulatory pressures related to carbon emissions. As global and national policies shift toward decarbonization, energy-intensive industries must proactively manage their energy usage to ensure business continuity and compliance.	Rajratan Global Wire Ltd. has undertaken various initiatives to enhance energy efficiency across its operations. The company continuously monitors energy consumption, upgrades to energy-efficient technologies, and invests in renewable energy sources. It has entered into third-party renewable power purchase agreements. These measures not only reduce dependence on fossil fuels but also lower the company's overall carbon footprint.	Negative, but mitigated. While energy costs may increase, the organization's proactive approach to energy efficiency and diversification of energy sources helps minimize the financial impact and ensure long-term operational sustainability.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity (R/O)	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Respect for Human Rights	Opportunity	Promoting and upholding human rights across operations and the value chain presents an opportunity to build a responsible, ethical, and inclusive business. As global stakeholders increasingly prioritize human rights due diligence, companies that integrate these principles into their policies and practices are better positioned to gain stakeholder trust, ensure long-term resilience, and attract global partners and investors.		Positive. By fostering a culture that respects diversity, equity, and non-discrimination, Rajratan strengthens employee morale, reduces workplace conflicts, and enhances productivity. It also minimizes the risk of reputational damage or legal non-compliance. These efforts contribute to a stable and engaged workforce, improved stakeholder relations, and enhanced brand value in both domestic and international markets.
8.	Customer Satisfaction	Opportunity	High levels of customer satisfaction contribute to long-term business sustainability by fostering repeat business, strengthening brand loyalty, and enhancing the company's reputation in competitive markets. Understanding and responding to customer needs enables Rajratan to innovate, improve service delivery, and differentiate itself as a preferred supplier, especially in global automotive and industrial sectors.		Positive. Investments in customer engagement, product quality, and service responsiveness lead to stronger customer retention, potential for higher order volumes, and access to new markets. Satisfied customers also serve as brand advocates, which helps reduce marketing costs and improves sales performance, ultimately supporting revenue growth and long-term profitability.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity (R/O)	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Occupational Health and Safety	Risk	Occupational health and safety is a critical aspect of responsible manufacturing operations. Any lapse in safety protocols can lead to workplace accidents, legal liabilities, operational disruptions, and reputational damage. Ensuring the well-being of employees and contract workers is not only a regulatory requirement but also vital for maintaining a productive and motivated workforce.	Employee and worker safety remains a top priority, with robust policies, regular training sessions on safety protocols and best practices, and investments in state-of-the-art technologies designed to enhance workplace safety and protect the well-being of the workforce.	Positive. Although ensuring compliance with ISO 45001 and maintaining OHS systems entails regular investment in training, equipment, and audits, it leads to long-term financial benefits. These include reduced incident-related costs, lower insurance premiums, uninterrupted operations, and enhanced employee trust and retention. A robust OHS framework also demonstrates the company's commitment to employee welfare and strengthens its reputation among stakeholders.
10.	Supply Chain Sustainability	Risk	Addressing scope 3 emissions and introducing sustainable materials throughout the supply chain presents a challenging environment, with increasing pressure for transparency on adherence to laws, regulations, principles, and policies.	The organization adopts a proactive approach to supply chain sustainability by engaging with suppliers, conducting audits, and implementing sustainable procurement practices. Efforts are made to improve visibility, traceability, and compliance throughout the supply chain.	Neutral. While the implementation of sustainable supply chain practices may involve additional compliance and monitoring costs, these efforts help mitigate long-term risks related to regulatory non-compliance, supply disruptions, and stakeholder dissatisfaction. Over time, such practices support the company's broader sustainability goals and may offer competitive advantages in responsible sourcing markets.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. Web Link of the Policies, if available	https://rajratan.co.in/policies-and-codes/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Rajratan Global Wire Limited, Pithampur Unit IATF 16949:2016 ISO 14001:2015 ISO-45001:2018 BIS IS 4454:2001 (Part - 01) BIS IS 1835:1976 BIS IS 4824:2022, ECOVADIS</p> <p>Rajratan Global Wire Limited, Chennai Unit IATF 16949:2016 ISO 14001:2015 ISO-45001:2018, BIS IS 4824:2022</p> <p>Rajratan Thai Wire Co. Limited IATF 16949:2016 (Quality Management System) ISO 14001:2015 (Environment Management System) SIRIM ISO 16650:2009 (Product Certification) ECOVADIS</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has undertaken multiple initiatives focused on reducing carbon emissions, conserving water, and enhancing waste management efficiency. Simultaneously, it is in the process of formulating specific goals and targets across various parameters. Rajratan is also preparing to set a net-zero target aligned with the Science Based Targets initiative (SBTi).								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	-								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Rajratan Global Wire Limited is deeply committed to sustainability across all operational aspects, emphasizing reduction of environmental impact and prioritizing the well-being of its employees and partners. The company proactively implements eco-friendly materials in its manufacturing processes, adopting energy-saving practices, minimizing waste, and ensuring zero-liquid discharge.</p> <p>To reinforce its sustainability initiatives, the Company actively utilizes renewable energy sources like wind and solar power to meet energy demands. By integrating these clean energy alternatives, Rajratan significantly lowers its carbon footprint and advances towards a greener future.</p> <p>Collaboration is also a key focus, as the Company works closely with suppliers and customers to promote sustainable practices throughout the supply chain. Engaging stakeholders at every level, Rajratan encourages the adoption of environmentally friendly practices, ensuring that sustainability principles are upheld by all involved parties.</p> <p>Rajratan Global Wire Limited's unwavering dedication to sustainability not only fosters a healthier planet but also contributes to a more sustainable and prosperous society for future generations. Through its diligent efforts and commitment to sustainable practices, the company sets a benchmark in the industry, inspiring positive change and paving the way for a better future for all.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Sunil Chordia Chariman and Managing Director Contact No : +91 731-2546401								

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

The Company's Risk Management Committee is responsible for overseeing sustainability-related matters, particularly those concerning ESG (Environmental, Social, and Governance) issues. This Committee reports to and updates the Board on actions to mitigate any relevant concerns.

The Company also has a CSR Committee that oversees community-facing initiatives and CSR (Corporate Social Responsibility) activities.

The company have an internal Environmental Committee as required by the Thai Laws

Risk Management Committee

Name	Role	Position
Mr. Sunil Chordia	Chairman	Chairman & MD
Mr. Rajesh Mittal	Member	Independent Director
Mr. Hitesh Jain	Member	CFO

CSR Committee

Name	Role	Position
Mrs. Alka Arora Misra	Chairperson	Independent Director
Mr. Sunil Chordia	Member	Chairman & MD
Mr. Abhishek Dalmia	Member	Non-Executive Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The company's Business Responsibility policies are regularly reviewed by the Senior Leadership Team, which includes the Managing Director and other Directors.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All regulatory and statutory compliances are regularly reviewed. Any observed non-compliances are addressed through a time-bound program.																	

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Certification bodies perform comprehensive annual audits to evaluate compliance with quality, health and safety, environmental, and energy conservation policies. Additionally, third-party audits are conducted to assess EHS management, energy efficiency, financial practices, quality assurance, engineering standards, and HR processes in the factories.								

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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Topics / principles covered under the training and its impact %age of persons in respective category covered by the awareness programmes
Board of Directors	4	Business Strategy and Principle of Corporate Governance	100%
Key Managerial Personnel	7	Business Strategy, Risk, Update of Laws, Principle of Corporate Governance, TPM	100%
Employees other than BoD and KMPs	102	The Company offers a comprehensive range of training programs focused on safety (e.g., First Aid, Fire Fighting, Electrical Safety), quality systems (e.g., 7 QC Tools, ISO/IATF, TPM), and soft skills (e.g., Communication, Leadership, Stress Management). Technical training modules include ERP systems, industrial waste management, and operator-level courses on wastewater treatment, air pollution control, and forklift operation. These initiatives are designed to enhance employee skills, ensure regulatory compliance, and promote sustainable and efficient operations.	95%
Workers	293	Training programs cover a wide range of topics including TPM, safety awareness, ERP systems, MDL (Machine Downtime & Loss Analysis), and electrical safety. Quality-focused sessions include the use of 7 QC tools, Statistical Process Control (SPC), Measurement System Analysis (MSA), calibration, and 5S. Employees are also trained on product quality standards and customer expectations. Additional modules such as First Aid, Fire Fighting, and awareness of ISO/IATF, ISO 14001, and ISO 45001 standards are conducted to ensure regulatory compliance, operational efficiency, and a safe workplace.	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 on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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.

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

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, Rajratan Global Wire Limited has a clearly defined Anti-Bribery Policy, which outlines the Company's commitment to conducting all business activities in an honest, ethical, and transparent manner. The Company follows a zero-tolerance approach towards bribery and corruption and is dedicated to acting with professionalism, fairness, and integrity across all business operations, regardless of location.

The policy is applicable to all individuals associated with the Company, including directors, senior management, permanent and temporary employees, consultants, contractors, agents, trainees, volunteers, and any other representatives acting on behalf of Rajratan or its subsidiaries.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

No Such Instances

The Company has a dedicated team which regularly monitors all evolving regulations (both in India and Thailand) and provides timely inputs to the Company for prompt and corrective action.

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

	FY 2025	FY 2024
Number of days of accounts payables	74	64

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	31%	22%
	b. Number of trading houses where purchases are made from	571	711
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	36%	37%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in (Rs. in Lakhs)	a. Purchases (Purchases with related parties / Total Purchases)	310	3795
	b. Sales (Sales to related parties / Total Sales)	1181	12
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	21	0

Leadership Indicators

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

S. no.	Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-	-

The Company regularly audits its suppliers, collaborates with chemical vendors to explore opportunities for chemical reuse and recycling, and engages with wire rod suppliers to identify pathways for adopting green or sustainable steel.

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

The Company has established a 'Code of Conduct' that also applies to board members. This Code outlines principles to guide their actions and ensure they perform their duties ethically. Additionally, as required by the Companies Act, 2013, board members regularly disclose any relevant interests in other entities to the Board. For transactions involving board members or entities in which they have an interest, approval must be obtained from the Audit Committee or the Board of Directors, as appropriate. During discussions on these matters, the concerned directors abstain from participating in the meetings.

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

Essential Indicators

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

	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R&D (Rs. Lacs)	122	63	
Capex (Rs. in Lacs)	46	47	

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

The Company prioritizes sustainable practices. In its plants, wire rods are sourced from recycled steel, supporting green production and ethical labor standards. The Company fosters strong supplier relationships, emphasizes sustainable sourcing, and integrates more recycled steel into its products. Through thorough onboarding and regular audits, the Company ensures adherence to sustainability goals, showcasing its dedication to responsible sourcing and a sustainable future.

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

75% (Thailand)

- 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.

The Company supplies its products primarily to tyre manufacturers, who are responsible for end of life management. As a result, reclamation or recovery does not fall within our scope, and data on reuse, recycling, or safe disposal is not available

- 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.

No, Extended Producer Responsibility (EPR) is not applicable to the activities of Rajratan Global Wire Ltd. Therefore, no EPR plan has been submitted to the Pollution Control Boards.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)
2410	Tyre bead wire	100%	Cradle to gate	Yes	No, result awaited
2410	High carbon steel wire				

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product /Service	Description of the risk / concern	Action Taken
	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	
	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
	-	-

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

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

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
	NA

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	193	193	100%	0	0%	NA	NA	131	100%	0	0%
Female	36	36	100%	0	0%	36	100%	NA	NA	0	0%
Total	229	229	100%	0	0%	36	100%	131	100%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	411	411	100%	0	0%	NA	NA	311	76%	0	0%
Female	37	37	100%	0	0%	37	100%	NA	NA	0	0%
Total	448	448	100%	0	0%	37	100%	311	76%	0	0%
Other than Permanent employees											
Male	145	100	69%	0	0%	NA	NA	100	69%	0	0%
Female	013	13	100%	0	0%	13	100%	NA	NA	0	0%
Total	158	113	72%	0	0%	13	100%	100	69%	0	0%

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.27	0.16

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

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority [Y/N/N.A.]	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority [Y/N/N.A.]
PF	100%	100%	Yes	97%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	No
ESI	4%	45%	Yes	4.5%	35%	Yes
Others – please specify (Social Security for Thailand)	100%	100%	Yes	100%	100%	Yes

3. Accessibility of workplaces

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

The Company is actively working to improve the work environment and ensure inclusivity for all employees. To facilitate accessibility for individuals with disabilities, the Company has outfitted its premises with essential infrastructure like ramps, elevators, and additional necessary facilities.

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. –

The Company places strong emphasis on diversity and is committed to cultivating an inclusive work environment where all individuals are treated with dignity and respect. Discrimination of any kind—whether based on race, gender, religion or beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity or expression, or any other category protected by applicable laws—is not tolerated. The Company ensures that every individual is provided with equal opportunities to succeed and contribute their unique perspectives and skills. Promoting a diverse and inclusive workplace remains a fundamental aspect of the Company's core values.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, HR Helpdesk
Other than Permanent Workers	Yes, HR Helpdesk
Permanent Employees	Yes, HR Helpdesk
Other than Permanent Employees	Yes, HR Helpdesk

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

Category	FY 2025			FY 2024		
	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	229	4	2%	205	0	0%
Male	193	3	2%	175	0	0%
Female	36	1	3%	30	0	0%
Total Permanent Workers	448	256	57%	442	259	59%
Male	411	255	62%	398	257	65%
Female	37	2	5%	44	2	5%

8. Details of training given to employees and workers

Category	Total (A)	FY 2025 Current Financial Year				Total (D)	FY 2024 Current Financial Year			
		On Health and safety measures		On Skill upgradation			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	193	193	100%	193	100%	175	175	100%	175	100%
Female	36	36	100%	36	100%	30	30	100%	30	100%
Total	229	229	100%	229	100%	205	205	100%	205	100%
Workers										
Male	556	556	100%	556	100%	398	398	100%	398	100%
Female	50	50	100%	50	100%	44	44	100%	44	100%
Total	606	606	100%	606	100%	442	442	100%	442	100%

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

Category	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	193	193	100%	175	175	100%
Female	36	36	100%	30	30	100%
Total	229	229	100%	205	205	100%
Workers						
Male	556	511	92%	398	398	100%
Female	50	50	100%	44	44	100%
Total	606	561	100%	442	442	100%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, Rajratan Global Wire Ltd. has implemented a comprehensive Occupational Health and Safety Management System to promote a safe and healthy work environment. The company recognizes that ensuring employee well-being is integral to achieving operational excellence. Its health and safety policies are designed to address critical safety risks, establish robust emergency medical response mechanisms, and ensure full compliance with applicable regulatory requirements to minimize workplace injuries and incidents.

In alignment with global best practices, the company has adopted the ISO 45001 standard, which provides a structured framework for managing occupational health and safety risks. In addition, Rajratan operates an in-house Occupational Health Centre and facilitates annual medical check-ups for all employees to proactively monitor and support their well-being.

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

Rajratan Global Wire Ltd. is committed to maintaining the highest standards of environmental, health, and safety (EHS) performance. The company follows a structured Hazard Identification and Risk Assessment (HIRA) process to proactively identify, analyze, and evaluate both routine and non-routine work-related hazards. These assessments are carried out periodically and whenever new activities, equipment, or processes are introduced. The insights gained enable the company to implement appropriate control measures, thereby minimizing risks to employees and ensuring a safe working environment.

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

Yes, Rajratan has established clear and accessible processes that empower workers to report work-related hazards, unsafe conditions, and near-miss incidents without fear of retaliation. Employees are encouraged to promptly communicate any safety concerns to supervisors or the EHS team. The company maintains a site-specific risk register, which is regularly reviewed and updated based on inputs from employees and safety audits. In alignment with its safety-first culture, workers are also permitted to withdraw from tasks or situations they reasonably believe pose an immediate threat to their health or safety, until proper risk mitigation measures are in place.

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

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

Safety Incident/Number	Category	FY 2025	FY 2024
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	Nil
	Workers	0	Nil
Total recordable work-related injuries	Employees	0	Nil
	Workers	1	3
No. of fatalities	Employees	0	Nil
	Workers	0	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	Nil
	Workers	0	Nil

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

Rajratan Global Wire Ltd. recognizes that a safe and healthy workplace is essential to achieving operational excellence. The company has implemented an Occupational Health and Safety Management System in line with the ISO 45001 standard, which provides a structured framework for identifying risks, implementing controls, and continuously improving safety performance. Regular workshops on behavioral safety are conducted to foster a proactive safety culture and reinforce responsible practices across the organization. These are supported by systematic improvements in operational discipline, procedures, and safety systems to minimize workplace incidents. In addition to regulatory compliance, the company extends health insurance coverage to employees who are not eligible under the Employees' State Insurance (ESI) scheme. Preventive healthcare measures such as eye check-up camps and general health camps are organized periodically, with a focus on early detection and support for all employees, including those with visual impairments. These initiatives reflect Rajratan's commitment to creating an inclusive, safe, and health-conscious work environment.

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

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Working Conditions	0	0	Inputs are gathered from contractors and employees through perception surveys and feedback mechanisms such as Safety Kaizen. These channels are designed to encourage constructive feedback rather than function as a complaint system.	0	0	-
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

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

The Company has undertaken comprehensive Hazard Identification and Risk Analysis (HIRA) to systematically detect and evaluate potential workplace risks. A majority of the identified risks have already been mitigated through proactive and preventive measures. Efforts are ongoing to address the remaining risks, reflecting the Company's strong commitment to maintaining a safe and secure work environment for all employees.

Leadership Indicators

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

Yes, the company has implemented comprehensive employee welfare provisions, including a Medclaim policy, Employees' Deposit Linked Insurance Scheme (EDLI), Employees' State Insurance Corporation (ESIC) coverage, and a Provident Fund in India. Additionally, a social security policy is in place for employees in Thailand.

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

The Company is dedicated to ensuring that all its value chain partners fulfill their obligation to pay their statutory dues. This involves conscientiously monitoring and verifying that required payments are made in accordance with applicable regulations, a process that is ensured through statutory audits conducted by the company.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% (for Thailand)
Working Conditions	100% (for Thailand)

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.

As a result of the assessment no significant risks were identified in the reporting period.

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

Essential Indicators

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

The Company recognizes that key stakeholders include those who are significantly affected by its operations, as well as those who have considerable influence over its performance and strategic decisions. These stakeholders are integral to shaping the Company's strategic priorities, enhancing operational resilience, and ensuring long-term sustainability. Accordingly, the Company has identified its primary stakeholder groups as employees, customers, dealers, vendors, technical collaborators, suppliers, shareholders, regulatory authorities, NGOs, social institutions, and nearby communities. Each group plays a critical role in the Company's value chain and overall success. The Company remains committed to actively engaging with these stakeholders, addressing their concerns, and building transparent, collaborative, and mutually beneficial relationships.

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

Stakeholder Group	Identified as Vulnerable & Marginalised Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement
Employees	No	Individual interactions, Team meetings, Events, Workshops and training programmes, Employee feedback survey	Regularly	Fair wages, Growth opportunities, Health & Safety, Various skill development and training programmes
Customers	No	Meetings, E-mails, Newsletters, Press releases and articles, Annual and quarterly reports, Events	Regularly	Superior product quality, Timely delivery, Competitive pricing

Stakeholder Group	Identified as Vulnerable & Marginalised Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement
Investors, Financers, and Shareholders	No	Annual general meetings, Investor meetings / presentations, Quarterly results, Press releases about recent updates	Quarterly, Annually	Sustainable Financial and operational performance, Strong Corporate governance framework, Better dividend payouts, Liquidity Management
Suppliers & Service Providers	No	Supplier and vendor meetings, Workshops and seminars, Implementing enterprise and supplier development initiatives, Annual meetings, Website, E-mails	Regularly	On-time payments, Building long- term relationships, Service delivery and quality, Agreed terms of service
Government & Regulators	No	Meetings on audits and inspection, Annual/Quarterly Reports, Formal meetings, Periodic report submissions, Workshops and training organised by different government forums, Annual Reports	Regularly	Regulatory and legislative compliance, Compliance with relevant laws and regulations, Giving back to society
Communities	No	In-person interactions, Focused group discussions, Volunteering activities with various NGOs	Monthly	Holistic Community development, Quality education, Job and livelihood creation, Conducting Health care and sanitation initiatives, Tree plantations

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.

In India, the Company places strong emphasis on maintaining proactive and meaningful engagement with key stakeholders to effectively communicate its strategies and performance. This approach enables the Company to incorporate stakeholder feedback into its ongoing operations, thereby fostering a culture of continuous improvement, accountability, and transparency.

In Thailand, the Company ensures regulatory compliance by conducting quarterly Environmental Committee meetings. These meetings serve as a platform for constructive engagement with key stakeholders, including representatives from the Environmental Board, the Industrial Estate Authority of Thailand, the Mahachai Land Development Authority, and local village leaders. Through these collaborative forums, the Company facilitates open dialogue on environmental issues, reinforces its commitment to regulatory compliance, and promotes sustainable environmental practices.

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. The Company actively engages with stakeholders to inform the identification and management of key environmental and social topics. As part of this approach, a materiality assessment survey was conducted to gather insights on issues considered most relevant by both the management and external stakeholders. The feedback received through this process was systematically analyzed and used to identify material topics that reflect stakeholder expectations and business priorities.

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

The Company is committed to fostering constructive and inclusive relationships with all stakeholders, including vulnerable and marginalised groups. Stakeholder engagement is conducted on a wide range of relevant issues, enabling open and meaningful dialogue. Proactive and continuous engagement provides valuable insights that help the Company identify material issues, inform strategic and operational decisions, and mitigate potential reputational risks.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. Of employees / workers covered (D) Of/	% (D / C)
Employees						
Permanent	229	140	61%	205	205	100%
Other than permanent	0	0	0	0	0	NA
Total Employees	229	140	61%	205	205	100%
Workers						
Permanent	448	312	70%	442	442	100%
Other than permanent	158	158	100%	30	30	100%
Total Employees	606	470	78%	472	472	100%

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

Category	Total (A)	FY 2025 Current Financial Year				Total (D)	FY 2024 Previous Financial Year			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	229	0	0%	229	100%	205	0	0%	205	100%
Male	193	0	0%	193	100%	175	0	0%	175	100%
Female	36	0	0%	36	100%	30	0	0%	30	100%
Other than Permanent	0	-	-	-	-	-	-	-	-	-
Male	0	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-
Workers										
Permanent	448	61	14%	387	86%	442	68	15%	374	85%
Male	411	46	11%	365	89%	398	46	12%	352	88%
Female	37	15	41%	22	59%	44	22	50%	22	50%
Other than Permanent	158	-	-	158	100%	-	-	-	-	-
Male	145	-	-	145	100%	30	29	1	3%	-
Female	13	-	-	13	100%	-	-	-	-	-

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

a. Median remuneration / wages:

Gender	Male		Female	
	Number	Salary/ wages of respective category	Number	Salary/ wages of respective category
Board of Directors (BoD)	3	128 lakhs	1	6 lakhs
Key Managerial Personnel	2	19 lakhs	-	-
Employees other than BoD and KMP	610	4 lakhs	74	4 lakhs

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Gross wages paid to females as % of total wages	12.65%	12.67%

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. The Company has established mechanisms to address human rights issues, particularly in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. To ensure compliance, the Company has implemented a comprehensive Prevention of Sexual Harassment (POSH) Policy, which provides a structured framework for preventing, reporting, and addressing incidents of sexual harassment at the workplace. A dedicated Internal Committee has been constituted to address and resolve complaints related to sexual harassment. This committee functions as the focal point for ensuring a safe, respectful, and inclusive work environment and upholds the Company's commitment to protecting human rights across its operations.

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

The Company recognizes the importance of addressing human rights concerns and is committed to maintaining a safe, respectful, and inclusive work environment. This commitment is reflected in the implementation of key policies, including the Prevention of Sexual Harassment (POSH) Policy, Grievance Redressal Mechanism, and Whistle-Blower Policy. These frameworks provide structured channels for employees and contractors to raise concerns related to human rights issues. To foster open dialogue, discussions on human rights matters are also encouraged during forums such as safety and canteen committee meetings. At the site level, the HR and EHS teams work in close coordination with the Site Head to resolve such issues. Where necessary, matters are escalated to the corporate level, involving key stakeholders such as the Corporate HR Head and the Operations Head. These escalations are reviewed and deliberated upon by the relevant governance committees, ensuring timely and effective resolution.

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

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NA	NIL	NIL	NA
Discrimination at workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labour	NIL	NIL	NA	NIL	NIL	NA
Forced Labour/Involuntary Labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:	NIL	NIL
Complaints on POSH as a% of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company is committed to safeguarding individuals who report incidents of discrimination or harassment by establishing robust governance mechanisms. These include a comprehensive Code of Conduct, a Prevention of Sexual Harassment (POSH) Policy, and a well-defined Whistleblower Mechanism. Together, these frameworks provide clear procedures for reporting and addressing complaints, while ensuring confidentiality and protecting the interests and well-being of the complainant. Through these measures, the Company fosters a safe, inclusive, and empowering work environment for all.

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

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

Note: Internal and external auditors perform evaluations according to the Audit schedule. Additionally, assessments are conducted by relevant government authorities, and the Company has not been issued any certifications of non-compliance.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. – There were no significant risks/concerns arising from the assessment.

Leadership Indicators

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

There were no grievances in FY 2024-25 hence, no processes were modified / introduced.

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

The Company is committed to actively identifying, assessing, and managing both actual and potential adverse impacts on human rights arising from its operations. Acknowledging its responsibility to uphold and promote human rights, the Company conducts proactive due diligence to prevent, mitigate, and address any negative impacts. This approach reinforces its dedication to respecting human rights across all areas of influence and operational activities.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently, the Company has not performed a formal assessment of its value chain partners. However, it is dedicated to ensuring that all its value chain partners adhere to applicable regulatory requirements. The Company strongly focuses on sustaining a responsible and ethical supply chain by enforcing compliance with legal and ethical standards.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	25416	22473
Total fuel consumption (B)	00	0
Energy consumption through other sources (C)	00	0
Total energy consumed from renewable sources (A+B+C)	25416	22473
From non-renewable sources		
Total electricity consumption (D)	211203	174947
Total fuel consumption (E)	217664	205997
Energy consumption through other sources (F)	0	0
Total energy consumption (D+E+F)	428867	380944
Total energy consumed (A+B+C+D+E+F)	454283	403417
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) [GJ/INR Lakhs]	4.84	4.53
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) [GJ/ INR Lakhs]	0.001	-
Energy intensity in terms of physical output GJ/MT	3.91	3.85
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	-	-
(iii) Third party water		
Pithampur	85073	67652
Thailand	137910	119826
Chennai	36172	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	259155	187478
Total volume of water consumption (in kilolitres)	239051	216775
Water intensity per rupee of turnover	2.55	2.43
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed / Revenue from operations adjusted for PPP) (KL/ INR Lakhs)	0.0005	-
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	26926	31382
- No treatment	0	0
- With treatment – Chemical Treatment*	26926	31382
Total water discharged (in kilolitres)	26926	31382

*Only for Thailand Plant. Pithampur and Chennai plant are Zero Liquid Discharge Plants.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

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

The Company has installed advanced wastewater treatment systems at its Pithampur facility, including an Effluent Treatment Plant (ETP), Reverse Osmosis (RO), Multiple Effect Evaporator, and Advanced Thermal Fluid Dryer (ATFD). These systems are designed to achieve zero liquid discharge, highlighting the company's strong commitment to environmental sustainability and responsible water management.

In Thailand, the company is undertaking a project to install a Zero Liquid Discharge (ZLD) system, which will complement the existing Effluent Treatment Plant. This initiative demonstrates the company's proactive approach to minimizing liquid discharge and ensuring compliance with stringent environmental regulations.

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

Parameter	Please specify unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	NA	NA	NA
SOx	NA		
Particulate matter (PM)	NA		
Persistent organic pollutants (POP)	NA		
Volatile organic compounds (VOC)	NA		
Hazardous air pollutants (HAP)	NA		
Others – please specify	NA		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No.

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12777	11022
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	39902	31733
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2eq/INR Lakhs	0.56	0.47
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

Yes. Rajratan Global Wire Ltd. has undertaken initiatives aimed at reducing greenhouse gas (GHG) emissions by improving energy efficiency and optimizing fuel usage across operations. Notable projects include:

1. Redesign of the Strand Pickling Line Tank System:

The Company successfully redesigned the tank system of the Strand Pickling Line, resulting in a significant reduction in **LNG consumption by 50%**. Daily usage was brought down from **24 MMBTU to 12 MMBTU**, leading to a daily savings of **12 MMBTU** and a corresponding reduction in GHG emissions associated with fuel combustion.

2. Replacement of Conventional AHU Blowers with EC Blowers:

Conventional AHU blower units were replaced with **energy-efficient EC (Electronically Commutated) blowers** using permanent magnet technology. This project achieved up to **60% energy savings** compared to traditional blowers. Additional benefits include:

These initiatives reflect the Company's commitment to energy optimization, operational efficiency, and reduction of its environmental footprint in line with its broader sustainability goals.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	99.195	108.637
E-waste (B)	0.22	0.22
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	0	0
Other Hazardous waste. (G) ETP Waste Sludge	1010.99	658.58
Other Hazardous waste. (G) Lead waste	286.086	248.974
Other Non-hazardous waste generated (H) Steel scrap	1610.363	1575
Canteen Waste	21.96	2.700
Total (A+B + C + D + E + F + G + H)	3028.822	2594.111
Waste intensity per rupee of turnover (MT/ INR Lakhs)	0.03	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ INR Lakhs)	0.003	-
Waste intensity in terms of physical output MT/ production	0.026	0.024
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	658.58
Total	Nil	658.58

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

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company is dedicated to reducing its environmental impact through a comprehensive NOPLASTIC campaign. This initiative focuses on diligently segregating recyclable materials like plastic, glass, and paper to lower the company's carbon footprint. Emphasizing waste reduction and recycling, the company prioritizes reusing old scrap products over acquiring new ones.

Process line design improvements are aimed at minimizing chemical waste through effective drag control measures. Rigorous monitoring of Key Performance Indicators (KPIs) ensures proactive waste management, supported by a robust scrap monitoring system to reduce waste generation. Other types of waste, including paper, plastic, and wood, are collected in designated bags and centrally stored for proper disposal.

The Company's commitment to advanced technologies is demonstrated by the installation of a quench cooling system, which significantly cuts water consumption in patenting and coating lines. Metallic scrap is meticulously prepared and sent to suppliers in a ready-to-use condition, fostering recycling and circular economy practices.

Ongoing efforts to boost environmental sustainability include upgrading dust collector systems to manage dust from wire drawing machines. To eliminate consumable waste, the 'Plug and Save' initiative promptly addresses and fixes any leakage points within the plant.

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

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

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
Not Applicable					

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

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 taken, if any action
	Nil	Nil	Nil	Nil

The Company ensures full compliance with relevant Environmental, Health, and Safety (EHS) rules and regulations across all its manufacturing plants.

Leadership Indicators

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

Not applicable

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

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2,CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	233004	236439
Total Scope 3 emissions per rupee of turnover	tCO2eq/ INR Lakhs	2.48	2.64
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

Our scope 3 emissions only include Category 1 (Purchased Goods and Services), Category 3 (Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2), Category 4 (Upstream transportation and Distribution), Category 5 (Waste generated in operations), Category 6 (Business Travel), and Category 7 (Employee Commuting) on account of applicability and data availability.

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

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.	Reduction in LNG Consumption and Quality Improvement in Strand Pickling Line	We successfully redesigned the tank system of the Strand Pickling Line, achieving a substantial reduction in LNG consumption—by as much as 50%.	Daily consumption has decreased from 24 MMBTU to 12 MMBTU resulting in a daily saving of 12 MMBTU.
2.	Reuse of Exhaust Hot Gas from CL Lead Bath – Karakuri Kaizen Implementation	As part of a Karakuri Kaizen initiative, we harnessed exhaust heat from the CL Lead Bath by installing a spiral water pipeline heat exchanger within the chimney. The recovered heat is repurposed to preheat water for the Hot Water Rinse-2 process, thereby improving the cleaning efficiency of the wire.	Energy saving: Approx. 75,000 kWh/year Additional benefit: Reduction in heater failure, leading to lower spare costs and maintenance downtime.
3.	Replacement of Conventional AHU Blower with EC Blower (Permanent Magnet Type)	We replaced the conventional AHU blower units with energy-efficient EC (Electronically Commutated) blowers utilizing permanent magnet technology to enhance energy performance.	Energy savings: Up to 60% compared to traditional AHU blowers. Additional benefits: Lower heat generation, quieter operation, and better controllability
4.	Replacement of AOD Pumps with Motorized Pumps for Compressed Air Cost Optimization	Recognizing that compressed air is nearly ten times more expensive than motor power, the Company initiated a project to replace Air-Operated Diaphragm (AOD) pumps with energy-efficient motorized pumps across the plant. As part of the implementation, 8 AOD pumps have been successfully replaced.	Benefits: Significant energy cost reduction. Improved pump efficiency and reliability. Reduced maintenance frequency

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

The company has established a strong risk management system encompassing detailed risk mapping, trend analysis, risk exposure assessment, and mitigation procedures. A comprehensive process is in place to identify, evaluate, manage, and monitor both business and non-business risks. The Audit Committee and the Board frequently review these risks and recommend appropriate actions within a structured framework. To ensure readiness, the company keeps sufficient stocks of essential supplies and equipment, conducts regular drills and simulations, and continually updates its risk management strategies to address new and emerging risks.

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 impact

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

No such assessment was carried out.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations –12
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. No.	Name of the Trade and Industry Chambers/ Associations	Reach of Trade and Industry Chambers/ Associations (State/National)
1	EEPC India	National
2	CII	National
3	SWMAI	National
4	IMA	State
5	Pithampur Audhyogik Sangathan	State
6	India Thai Chamber of Commerce	National
7	Wire Rod Association	National
8	Association of SME Federation	National
9	Board of Investment Thailand	National
10	Dharmniti Training and Seminar Company Limited	National
11	Quest Asia - CFO Thailand Innovation Forum	National
12	Federation of Accounting Professions	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

The Company is committed to actively engaging with industry chambers and associations, encouraging them to adopt the best practices in policy formulation. While the Company has not yet started specific policy-making activities, it remains dedicated to collaborating with industry stakeholders to advocate for sound policies that benefit the entire industry. Through these partnerships, the Company aims to contribute to the development of policies that align with industry standards and promote sustainable practices.

The company engages with the following associations and organizations: CII, Climate Disclosure Project.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

Not Applicable

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

The Company engages with local communities through a range of Corporate Social Responsibility (CSR) initiatives, with a strong focus on understanding and addressing their concerns. Community feedback and grievances are actively encouraged and taken into consideration during the planning and execution of these initiatives. By fostering open, transparent, and two-way communication, the Company aims to build trust-based, collaborative relationships with the community, ensuring that their needs are acknowledged and appropriately addressed to support inclusive and sustainable development.

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

	FY 2025	FY 2024
Directly sourced from MSMEs/small producers	2%	1%
Sourced directly from within the district and neighbouring districts	3%	1%

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

	FY 2025	FY 2024
Rural (population less than 10,000)	47%	33%
Semi-urban (10,000 and above and less than 1 lakhs)	38%	38%
Urban (1 lakhs and above and less than 10 lakhs)	32%	30%
Metropolitan (10 lakhs and above)	5%	0%

Leadership Indicators

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

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

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

S. No.	State	Aspirational District	Amount Spent (in INR)
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Not Applicable

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups?
No
- b) From which marginalized /vulnerable groups do you procure? NA
- c) What percentage of total procurement (by value) does it constitute? NA

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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The company does not derive any benefits from intellectual properties.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects :

S. No.	CSR Projects	No. of persons benefitted form CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Preservation of Art & culture	The company has successfully executed several CSR projects across various states, making a positive impact on the lives of countless beneficiaries. Although it is difficult to pinpoint the exact number of individuals impacted, the company's initiatives have touched a broad range of communities and people.	100%
2	Promoting Education		
3	Environment protection		
4	Promotion of Gender equality and women empowerment		
5	Healthcare		
6	Livelihood		
7	Promoting Sports		

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

Essential Indicators

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

The Company conducts an annual Customer Feedback Survey to evaluate satisfaction levels and gather meaningful insights from each customer. In addition, the marketing team maintains regular interactions with customers to ensure dedicated service and support. A well-defined system is in place for addressing customer complaints in a prompt and efficient manner, with most grievances resolved within 15 to 20 days. This approach reflects the Company's strong commitment to responsiveness and customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The product carries all the necessary information mandated by law.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	NIL	NIL	NA	NIL	NIL	NA

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced Recalls	NIL	NA

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.

The Company has a thorough IT policy applicable to both temporary and permanent employees. This policy also covers contractors, vendors, and customers visiting our premises. It establishes clear guidelines and expectations for the proper and secure use of IT resources, ensuring the protection of sensitive information and maintaining the integrity of our systems.

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

NIL

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – 0
- Percentage of data breaches involving personally identifiable information of customers – 0%
- Impact, if any, of the data breaches – NIL

Leadership Indicators

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

Yes, the company provides details about its products and services on its official website, accessible at <https://rajratan.co.in/product/>. You can also follow us on LinkedIn at <https://www.linkedin.com/company/rajratanglobal-wire-limited/>.

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

Yes, the Company is committed to ensuring customer safety and promoting responsible product usage. To support this, it conducts technical meetings and distributes detailed product catalogues to educate consumers. These initiatives reflect the Company's dedication to customer well-being by providing clear guidance on the safe and appropriate use of its products.

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

The company has set up efficient communication channels, including email, phone calls, and personal meetings, to promptly and thoroughly share information with consumers about potential risks from the disruption or discontinuation of essential services. These proactive steps highlight the company's dedication to transparent communication, keeping consumers informed and enabling them to make educated decisions. By using a multi-faceted communication approach, the company prioritizes consumer engagement, addresses concerns, and ensures uninterrupted access to vital services, maintaining a strong relationship with its valued customers.

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

Customer feedback is systematically gathered during key interactions, especially at the point of product delivery. The company collects this essential feedback through its business partners, who handle operations on its behalf. Although the company doesn't interact directly with end customers, it depends on its business partners to obtain valuable insights from them. Therefore, the company does not conduct consumer surveys or independently track consumer satisfaction trends.