Corporate Office :
The First, A&B Wing, 9th Floor,
Behind Keshav Baug Party Plot,
Vastrapur, Ahmedabad - 380 015,
Gujarat, India
Phone : +91 79 2960 1200/ 1/ 2
Fax : +91 79 2960 1210
eMail : info@ratnamani.com

RATNAMANI® METALS & TUBES LTD.

RMTL/SEC/BRSR-2025-26

July 14, 2026

BSE Ltd. Corporate Relationship Department 1st Floor, New Trading Ring, Rotunda Building, P. J. Tower, Dalal Street, Fort, Mumbai – 400 001 Company Code : **520111**	**National Stock Exchange of India Ltd.** "Exchange Plaza", 5th Floor, Bandra – Kurla Complex, Bandra (E), Mumbai - 400 051 Company Code : **RATNAMANI**

Sub.: Submission of the Business Responsibility and Sustainability Report for the FY 2025-26 of the Company.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year ended on March 31, 2026 along with Independent Assurance Provider's Reasonable Level and Limited Level "Assurance Report" on BRSR Core and Non-Core indicators respectively, by Deutsh Quality Systems (India) Private Ltd., Bangalore.

Further, the Business Responsibility and Sustainability Report ("BRSR") containing a detailed overview of initiatives taken by your Company from Environmental, Social and Governance perspectives and its highlights, are forming part of the Annual Report for the year 2025-26.

However, in terms of NSE circular no. NSE/CML/2024/11 dated May 10, 2024, and BSE Notice No. 20240510-48 dated May 10, 2024 pertaining to Business Responsibility and Sustainability Report – FAQs & General Observations / Guidelines for filing of BRSR, the Business Responsibility and Sustainability Report for the Financial Year 2025-26 shall not be annexed to the Annual Report and the same can be accessed from https://ratnamani.com/investors_relations.html#left-tab4.

Kindly take the above on your record.

Thanking you,
Yours faithfully,
For, RATNAMANI METALS & TUBES LIMITED

Anil Maloo
Digitally signed by Anil Maloo
Date: 2026.07.14 10:54:35 +05'30'

ANIL MALOO
COMPANY SECRETARY & COMPLIANCE OFFICER

Encl.: As above

Registered Office
17, Rajmugat Society, Naranpura Cross Roads,
Ahmedabad - 380 013, Gujarat, India
Phone: +91 79 2741 5504/2747 8700 | Fax: +91 79 2960 1210 | eMail: info@ratnamani.com

RATNAMANI METALS & TUBES LTD.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	L70109GJ1983PLC006460
2	**Name of the Listed Entity**	Ratnamani Metals and Tubes Limited ('RMTL' or 'the Company')
3	**Year of incorporation**	1983
4	**Registered Office Address**	17, Rajmugat Society, Naranpura Cross Roads, Ankur Road, Ahmedabad - 380 013, Gujarat, India
5	**Corporate Address**	"The First", A&B Wing, 9th Floor, Behind Keshav Baug Party Plot, The First Avenue Road, Off 132 Feet Ring Road, Vastrapur, Ahmedabad - 380015, Gujarat, India
6	**E-mail**	info@ratnamani.com
7	**Telephone**	+91 79 2741 5501/2/3/4, +91 79 29601200/1/2
8	**Website**	https://www.ratnamani.com/
9	**Financial year for which reporting is being done**	1st April 2025 - 31st March 2026
10	**Name of the Stock Exchange(s) where shares are listed**	a) National Stock Exchange of India Limited b) BSE Limited
11	**Paid-up Capital**	INR1401.84 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**	
	Name of the Person	Jayesh Saluja, VP of HR
	Telephone	+91 79 2741 5501/2/3/4, +91 79 29601200/01/02
	Email address	jayesh.saluja@ratnamani.com
13	**Reporting Boundary** **Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**	Standalone
14	**Name of assessment or assurance provider**	Deutsch Quality Systems (INDIA) PVT LTD
15	**Type of assessment of assurance obtained**	Assurance of BRSR Core and Limited Assurance for rest of the BRSR Report for the Financial Year 2025-26.

II. Product/Services

		S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
16	**Details of business activities (accounting for 90% of the turnover)**	1.	Manufacturing of tube and tube fittings of basic iron & steel	The Company manufactures iron and steel tubes, tube fittings and pipes, including Stainless Steel Seamless & Welded Tubes & Pipes, Nickel Alloy Seamless Tubes, Carbon Steel Welded Pipes, Alloy Steel Welded Pipes, Titanium Welded Tubes, Induction Bend, etc.	99.9%

		Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
17	**Products/Services sold by the entity (accounting for 90% of the entity's Turnover)**	1.	Tubes & Pipes made of metal (Steel)	241007	99.9%

III. Operations

		Location	Number of plants	Number of Offices	Total
18	**Number of locations where plants and/ or operations/ offices of the entity are situated:**	**National**	4*	4	8
		International	-	0	0

		Locations	Number
19	**Market served by the entity**		
	a. Number of Locations	**National (No. of States)**	25
		International (No. of Countries)	28

	b.	What is the contribution of exports as a percentage of the total turnover of the entity?	37%
	c.	A brief on types of customers	RMTL supplies iron and steel tubes and pipes to end-user companies in core industry sectors like Oil & Gas, Refinery & Petrochemical, Dairy, Chemical & Fertilizer, Thermal, Solar & Nuclear Power, LNG, Desalination, Defence, Aerospace, Chillers & Cooling system, Pulp & Paper Industry, Automobile, etc. It also exports products to customers in the America, Europe, Middle East and Asia.

Note: *The Sundergarh plant commenced production in November 2025; accordingly, all related data has been considered from that period onward.

IV. Employees

20. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	**Employees and workers (including differently abled)**					
	Employees					
1	Permanent (A)	1236	1215	98%	21	2%
2	Other than Permanent (B)	194	194	100%	0	0%
3	Total (A+B)	1430	1409	99%	21	1%
	Workers					
4	Permanent (C)	2088	2087	99.95%	1	0.05%
5	Other than Permanent (D)	1621	1594	98%	27	2%
6	Total (C+D)	**3709**	**3681**	**99%**	**28**	**1%**
b.	**Differently abled employees and workers**					
	Differently abled Employees					
1	Permanent (D)	4	4	100%	0	0%
2	Other than Permanent (E)	0	0	100%	0	0%
3	Total Differently abled (D+E)	**4**	**4**	**100%**	**0**	**0%**
	Differently abled Workers					
4	Permanent (F)	8	8	100%	0	0%
5	Other than Permanent (G)	4	4	-	0	-
6	Total Differently abled (F+G)	**12**	**12**	**100%**	**0**	**0%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentageof females	
		No. (B)	% (B/A)
Board of Directors (BoD)	10	1	10%
Key Management Personnel	2	-	0%

Note: All Executive Board of Directors are also KMP, however they are captured as part of BoD.

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.30%	17.65%	10.40%	8.8%	0.0%	8.8%	10.6%	11.1%	10.6%
Permanent Workers	11.32%	0.00%	11.31%	9.7%	0.0%	9.7%	7.9%	0.0%	7.9%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

1	Ratnamani Inc	Subsidiary	100.00%	No
2	Ravi Technoforge Private Limited	Subsidiary	75%	
3	Ratnamani Finow Spooling Solutions Private Limited	Subsidiary	51.00%	
4	Ratnamani Middle East Pipes Trading LLC OPC, Abu Dhabi	Subsidiary	100.00%	
5	Ratnamani Trade EU AG, Switzerland	Subsidiary	100%	
6	Ratnamani Middle East Company, LLC, Dammam, Kingdom of Saudi Arabia	Subsidiary	75%	
7	Ratnamani Foundation	-	-	

VI. CSR Details

24	**i.**	**Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No):**	Yes
	ii.	**Turnover (₹ in million)**	36,893.002
	iii.	**Net worth (₹ in million)**	40,806.79

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redressal policy	FY 2025-26			FY 2024-25		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	yes	The Company has a grievance redressal mechanism in place for all internal and external stakeholders of the business. The policy is available on the Company website and can be accessed at https://www.ratnamani.com/download/Code_and_Policy/Vigil_Mechanism_Policy.pdf	0	0	Nil	0	0	Nil
Investors (other than shareholder)	yes		0	0	Nil	0	0	Nil
Shareholders	yes		4	0	Nil	7	0	Nil
Employees and workers	yes		0	0	Nil	0	0	Nil
Customers	yes		0	0	Nil	0	0	Nil
Value Chain Partners	yes		0	0	Nil	0	0	Nil

All shareholder grievances were routine in nature and were resolved before the end of the year. Additionally, no complaints or grievances were received from any other business stakeholders concerning any of the nine NGRBC principles.

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

S. No.	**Material Issue Identified**	**Indicate whether risk or opportunity (R/O)**	**Rationale for identifying the risk/opportunity**	**In case of risk, approach to adapt or mitigate**	**Financial implications of the risk or opportunity (Indicate positive or negative implications)**

1	Energy and Emission Management	R&O	Increasing regulatory focus on decarbonization, rising energy costs, and stakeholder expectations for low-carbon operations.	Adoption of energy-efficient technologies, transition to cleaner fuels, emissions monitoring, and reduction targets.	Positive: Cost savings through efficiency;
2	Resource and Waste Management	R&O	Growing need for sustainable resource utilization and stricter waste disposal regulations impacting operations and reputation.	Implementation of waste minimization, recycling initiatives, and circular economy practices.	Positive: Reduced material costs; Cost saving through Circular economy;
3	Occupational Health and Safety	R	High-risk manufacturing environment with potential for workplace incidents and regulatory non-compliance.	Strengthening HSE systems, regular training, audits, and adoption of safety management systems.	Negative: Potential liabilities, penalties, and downtime;
4	Responsible Supply Chain	R&O	Exposure to ESG risks across supplier base, including environmental and labor practices, impacting continuity and reputation.	Supplier code of conduct, due diligence, audits, and engagement programs.	Negative: Increased compliance and monitoring costs.
5	Product Innovation, Safety and Quality	R/O	Need to maintain competitiveness in engineering products while ensuring compliance with stringent quality and safety standards.	Continuous R&D, quality control systems, certifications, and product lifecycle management.	Positive: Revenue growth and customer retention
6	Economic Performance	O	Sustained profitability is critical for stakeholder confidence, growth, and funding ESG initiatives.	Strategic planning, cost optimization, diversification, and operational efficiency improvements.	Positive: Increased revenues and shareholder value;
7	Risk Management	R	Exposure to operational, financial, environmental, and compliance risks affecting business continuity.	Enterprise Risk Management (ERM) framework, periodic risk assessments, mitigation planning, and internal controls.	Negative: Costs related to risk mitigation systems and controls.

Note: The above list signifies the high priority material topics only.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and Management Processes									
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Policies can be referred from the company website. Weblink: https://www.ratnamani.com/investors_relations.html#left-tab2								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• **Principle 1 to 9:** National Guidelines on Responsible Business Conduct (NGRBC) • **Principle 2 and 9:** ISO 9001 (Quality management), ISO 29001. ISO IEC 17025 (Quality, testing & calibration), Bureau of Indian standards (BIS) • **Principle 2, 3 and 6:** API (American Petroleum Institute Quality Management) Q1, PED (Pressure Equipment Directive – EU) • **Principle 6:** ISO 14001 (Environmental management) • **Principle 3 and 5:** ISO 45001:2018 (Occupational health & safety)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company actively integrates environmental and social considerations into its operations. As part of its ongoing improvement efforts, it is currently defining ESG objectives and establishing a structured roadmap to achieve its long-term sustainability goals.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company is in the process of establishing ESG commitments and targets; hence, performance against defined goals will be tracked and reported in subsequent periods.								

Governance, Leadership and Oversight		
7	**Statement by director responsible for the BRSR report, highlighting ESG related challenges, targets and achievements:**	
	This year marks steady progress in strengthening our approach to sustainability while continuing to grow as an industrial organization. We have further embedded ESG considerations into our day-to-day operations, including increasing the share of renewable energy to 23% of our overall energy consumption. The commissioning of our new production facility in Odisha reflects our commitment to expanding responsibly, with sustainability considerations integrated into our growth strategy. Resource efficiency has remained a central focus area. All four of our plants operate with zero water discharge, supported by robust systems that ensure water is fully recycled and reused within the plant premises. This approach not only minimizes our environmental footprint but also enhances operational resilience. We continue to assess opportunities to further improve energy efficiency, reduce emissions intensity, and optimize resource utilization across our facilities. On the social front, we are making consistent progress toward building a more diverse and inclusive workplace. Efforts are ongoing to increase the participation of women and persons with disabilities across roles, while also strengthening initiatives focused on employee engagement, safety, and overall well-being. We believe that an inclusive workforce is key to driving long-term value and organizational strength. At the same time, we are advancing our approach to sustainability governance by working towards clearly defined and measurable ESG targets. Systems and processes are being strengthened to enable better monitoring, accountability, and transparency. Looking ahead, the focus will be on further integrating sustainability into core business decisions, enhancing performance tracking, and driving continuous improvement. We remain committed to evolving our operations in line with emerging ESG expectations while delivering sustainable value to all our stakeholders.	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Managing Director, along with the Risk Management Committee, serves as the highest authority responsible for the implementation and oversight of the Business Responsibility policies. Sustainability-related matters are guided and monitored at the highest level of leadership, with strategic oversight and direction provided by the Board. This governance framework reflects the Company's commitment to integrating responsible business practices into its operations and decision-making processes. Further details are available in the Board's Report and the Corporate Governance section of the Annual Report.
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Managing Director, along with the Risk Management Committee, is responsible for decision-making, implementation, and oversight of sustainability and Business Responsibility-related matters at the highest level within the Company. Day-to-day decision-making pertaining to ESG and broader sustainability issues is delegated to the respective departmental and functional heads, ensuring that sustainability considerations are effectively integrated into the Company's operational and strategic processes.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, All statutory policies are approved and periodically reviewed by the Board of Directors, while operational policies are reviewed by the Managing Director and Senior Management, including respective departmental and functional heads. Accordingly, oversight and review mechanisms are in place at both the Board and management levels to ensure effective implementation and continuous monitoring of performance against these policies.									Need Basis								

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company ensures compliance with all applicable statutory requirements relevant to the NGRBC principles through established internal controls, monitoring systems, and assessments conducted on a need-based. Mechanisms are in place to identify, track, and address any instances of non-compliance in a timely manner, with appropriate corrective and preventive actions implemented to mitigate recurrence. The primary responsibility for identifying any instances of non-compliance, if they arise, rests with the respective departmental and functional heads. The review of compliance status is undertaken at multiple levels within the organization on a need-based frequency. Statutory compliance is reviewed by the Board of Directors, with additional oversight exercised by the Risk Management Committee. Operational monitoring and follow-up actions are carried out by the Managing Director and Senior Management, including departmental and functional heads, ensuring effective implementation and continuous improvement.	Need Basis

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Integrity, transparency, and accountability form the foundation of RMTL's approach to business conduct. The Company is committed to operating in an ethical manner across all its activities, ensuring that decisions and actions are guided by well-defined governance frameworks, robust policies, and a culture of responsibility. Emphasis is placed on maintaining transparency in disclosures, fostering trust with stakeholders, and upholding high standards of corporate governance.

ESSENTIAL INDICATORS

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

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Board familiarisation programmes with board meetins were conducted during the year, covering the Company's overall manufacturing processes, along with various initiatives and innovations undertaken for effective resource management. The sessions also included discussions on human resource strategies and plans focused on workforce development and CSR programmes. These programmes enhanced the Board's understanding of operational, environmental, and social priorities, enabling more informed oversight and decision-making.	85%
Key Managerial Personnel	1	Skill development training course with IIM Calcutta	50%
Employees other than BoDand KMPs	321	The Company has conducted specialised technical and professional training programmes, including API Spec Q1 updates, raw material NCR preparation, welding system processes and maintenance, ISO 9712 UT Level II certification, and professional development initiatives, along with general training on health, safety, human rights, and workplace ethics.	62%
Workers	232	Targeted technical trainings were conducted, including NDT procedures (RT and MUT), API 5L Annexure requirements, MSP awareness programmes, machine assembly processes, and risk assessment frameworks such as HIRA, QRA, and EAI, along with general training on health, safety, human rights, and workplace practices.	41%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

Monetary					
	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

Note: During FY 2025-26, there have been no incidences of fines/penalties against the Company.

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
Not Applicable	

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

Yes.

The Company has adopted a formal **Anti-Bribery and Anti-Corruption Policy** that underscores its commitment to conducting business in a fair, ethical, and transparent manner. The policy establishes a strict **zero-tolerance stance** against bribery and corruption in any form, whether direct or indirect, across all its operations and business interactions.

The policy is applicable to all directors, employees, and individuals or entities acting on behalf of the Company. It clearly prohibits offering, giving, soliciting, or accepting any undue advantage, including improper payments, gifts, hospitality, or other benefits, with the intent of influencing business decisions or gaining an unfair advantage. It also emphasizes ethical conduct in dealings with government authorities, customers, suppliers, and other stakeholders.

Further, the policy lays down structured guidelines governing acceptance of gifts and hospitality, dealings with third parties, and maintenance of accurate records to ensure transparency and accountability in all transactions. It also highlights individual and organizational responsibilities in preventing, detecting, and addressing bribery and corruption risks.

The Company has established appropriate mechanisms for reporting concerns or suspected violations, ensuring that such matters are addressed promptly and fairly, with protection provided to individuals reporting in good faith. Non-compliance with the policy may result in strict disciplinary action, including termination and legal consequences where applicable.

Through this policy, the Company reinforces its commitment to high standards of corporate governance, integrity, and responsible business conduct across all levels of the organization.

The Anti-Bribery and Anti-Corruption Policy is available on the Company's website at: https://www.ratnamani.com/download/Code_and_Policy/anti-bribery-and-anti-corruption-policy.pdf

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

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
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 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.

During FY 2025-26, there have been no cases of corruption or conflicts of interest, and no fines/penalties have been levied by any regulatory/law enforcement agencies or judicial institutions, so need corrective actions are required.

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

format:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	29	30

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of Related Party Transactions (RPTs) in	a. Purchases (Purchases with related parties / Total Purchases)	0.03%	0.37%
	b. Sales (Sales to related parties / Total Sales)	2.40%	1.28%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.48%	100%
	d. Investments (Investments in related parties / Total Investments made)	21.44%	45.31%

Note: The Company operates in the business-to-business mode. The Company does not deal with trading houses and does not have dealers or distributors for sale of its finished products. As such, there is no concentration of purchases or sales with any dealer(s)/ distributor(s).

LEADERSHIP INDICATORS

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

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

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

Yes, the Company has implemented structured processes to identify and manage potential conflicts of interest involving members of the Board. A formal Code of Conduct for Directors sets out clear principles relating to ethical behaviour, integrity, and the appropriate handling of situations that may result in conflicts of interest.

Directors are required to proactively disclose any personal, financial, or other interests that could conflict, or be perceived to conflict, with their responsibilities to the Company. These disclosures are embedded within the governance framework to ensure transparency and integrity in Board-level decision-making.

The process is further supported through periodic declarations, ongoing compliance confirmations, and continued oversight, thereby reinforcing accountability and ensuring decisions are made in the best interests of the Company and its stakeholders.

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

The Company is committed to designing and delivering offerings that are safe for use, resource-efficient, and aligned with sustainability principles. Emphasis is placed on responsible sourcing, process efficiency, and compliance with applicable quality and safety standards to minimize adverse impacts. The company also focuses on continuous improvement through monitoring, risk assessment, and stakeholder feedback, ensuring that its products and services consistently meet expectations of safety, reliability, and sustainability.

ESSENTIAL INDICATORS

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

Type	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Research & Development (R&D)	NA	NA	Not Applicable
Capital Expenditure (Capex)	0.07%	1.11%	The company has invested in energy conservation technology through the installation of a solar rooftop and Solar water heater system.

Note: Given the B2B focus of the Company, specifications of the products manufactured are driven by the end-client requirements. Therefore, the Company does not directly engage in any standalone R&D activity.

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

Yes, the Company has established structured procedures for sustainable sourcing, anchored in its Supplier Code of Conduct, which outlines expectations for ethical, environmental, and social practices across the supply chain. All new suppliers are subject to a comprehensive evaluation process prior to onboarding, which includes parameters related to environmental management, health and safety standards, and broader sustainability. This ensures that only responsible and compliant partners form part of the Company's supply chain ecosystem.

The Supplier Code of Conduct requires suppliers to adhere to key sustainability principles such as efficient use of resources, responsible waste management, compliance with applicable labour laws including payment of minimum wages, and strict prohibition of child labour. Suppliers are also encouraged to maintain appropriate quality and governance certifications (such as ISO and similar standards), reinforcing adherence to internationally accepted practices.

In addition, the Company prioritizes procurement from reputed domestic and global suppliers, particularly for key raw materials, who have established sustainability initiatives and targets of their own. This contributes to strengthening sustainability across the value chain. The Company also integrates sustainability considerations while selecting vendors for ancillary raw materials and packaging, ensuring alignment with its broader ESG objectives.

Ongoing engagement with suppliers is carried out through periodic interactions and monitoring mechanisms to ensure continued compliance with the Code of Conduct. Further, preference is given to locally based suppliers where feasible, to reduce the carbon footprint associated with transportation and logistics. For activities such as waste management, the Company engages only government-authorized vendors, ensuring adherence to regulatory requirements and responsible disposal practices.

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

Commodity	%age of inputs that were sourced sustainably
HR Coils, Plates	100%
Coating - Fusion Bonded Epoxy and Adhesive	100%
Coating - Polyethelyene	100%
Coating - Liquid Epoxy	100%

Note: A significant majority of the Company's key raw materials are sourced through sustainable channels, primarily from leading Indian and global multinational suppliers that have established their own sustainability commitments. The Company has implemented a dedicated Supplier Code of Conduct to promote responsible practices across its value chain and supplier network. The above data is based on the percentage of material sourced from the companies who has ISO 45001 and ISO 14001. The company also maintains continuous engagement with suppliers to align them with its ESG vision and sustainability objectives.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Not applicable
b. E-Waste	Not Applicable
c. Hazardous Waste	Not applicable
d. Other Waste	Not applicable

RMTL has established processes to ensure safe handling, recycling, and disposal of waste streams across its operations, in line with regulatory requirements and industry best practices. However, given the nature of its products, stainless steel, carbon steel, and allied pipes with long service lives that are utilized at customer sites, end-of-life reclamation or take-back mechanisms for reuse at the Company level are not practicable. The Company's approach to different waste categories is outlined below:

(a) Plastics (including packaging):

Plastic usage is limited to packaging materials, and no significant plastic waste is generated beyond this scope. In accordance with Extended Producer Responsibility (EPR) regulations, the Company has empanelled accredited third-party agencies for the collection, recycling, and environmentally sound disposal of equivalent amount of plastic waste. While direct reclamation and reuse of packaging material within operations is not feasible, detailed records are maintained to ensure traceability and compliance.

(b) E-waste:

The Company's operations do not generate significant e-waste. An internal waste management policy mandates that all e-waste and obsolete machinery/equipment are disposed of only through authorized recyclers. Functional or departmental heads identify assets that have reached the end of their useful life, following which the procurement department facilitates disposal through certified waste dealers, ensuring adherence to prescribed regulatory guidelines.

(c) Hazardous waste:

Hazardous waste generated during manufacturing is managed in strict compliance with guidelines issued by the Pollution Control Boards (PCB). Robust protocols are in place for handling, storage, and disposal, supported by detailed logs for monitoring and traceability. The Company also undertakes co-processing of ETP sludge through authorized partners, enabling its use in industries such as cement as an alternative energy source, thereby minimizing landfill disposal.

(d) Other waste (including liquid waste):

The Company has implemented Zero Liquid Discharge (ZLD) systems across all its manufacturing facilities, ensuring that wastewater generated is treated and reused within operations. The Company's processes do not generate any significant additional liquid waste streams. More broadly, RMTL follows an integrated waste management approach guided by its internal policy and the "3R" (Reduce, Reuse, Recycle) philosophy, which focuses on minimizing raw material consumption, emissions, effluents, and solid waste generation, while ensuring safe and compliant disposal through accredited recyclers.

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

Yes, The Company is registered as a "Brand Owner" under the Plastic Waste Management (PWM) regulations on account of its use of plastic materials for packaging and wrapping of finished goods. In compliance with these regulations, the Company has developed and implemented a structured framework for plastic waste management, and its waste collection plan is aligned with the EPR plan submitted to the Central Pollution Control Board.

To fulfill its EPR obligations, the Company collaborates with accredited and authorized third-party agencies for the collection, recycling, and environmentally sound disposal of equivalent amount of plastic waste as gets generated because eof the sales of its products. These agencies support the Company in meeting prescribed collection and recycling targets through traceable and verifiable processes. The Company also purchases EPR credits from Central Pollution Control Board (CPCB)-authorized recyclers through the online CPCB portal, as required, in accordance with applicable regulatory guidelines.

The Company maintains detailed documentation and records to monitor progress against EPR targets, ensuring transparency, accountability, and adherence to regulatory requirements. Through this approach, it continues to strengthen its compliance framework while contributing to the reduction of plastic waste and promoting responsible environmental practices.

LEADERSHIP INDICATORS

1. **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) If Yes, provide web-link
The Company has not yet conducted LCA for its products. However, it will identify the key aspects and assess them as part of business planning in the coming years.					

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

Name of the 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 2025-26	FY 2024-25
	Nil	Nil

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	-	111	139	-	69	126
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Note: The product plastic packaging is recovered in accordance with Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2016, as amended from time to time, through EPR credits.

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
Plastic Packagaing	100%

Note: The product plastic packaging is recovered in accordance with Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2016, as amended from time to time, through EPR credits. The company obtains EPR credits to fulfill its commitment of offsetting 100% of the plastic used in its products through equivalent credit purchases.

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

Employee well-being is a core pillar of RMTL's operational philosophy, with a strong focus on fostering a safe, inclusive, and supportive workplace across all levels of the organization and its value chain. The Company is committed to upholding fair labour practices, ensuring safe working conditions, and promoting physical, mental, and social well-being of its workforce. Through robust policies, continuous engagement, and capacity-building initiatives, RMTL strives to create an environment that respects employee rights, encourages diversity and inclusion, and supports overall development, thereby contributing to sustained organizational performance and responsible business conduct.

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1215	1215	100%	1215	100%	0	0	1215	100%	0	0%
Female	21	21	100%	21	100%	21	100%	0	0%	0	0%
Total	1236	1236	100%	1236	100%	21	100%	1215	100%	0	0%
Other than Permanent Employees											
Male	194	194	100%	194	100%	0	0%	0	00%	0	0%
Female	0	0	-	0	-	0	-	0	-	0	-
Total	194	194	100%	194	100%	0	0%	0	00%	0	0%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	2087	2087	100%	2087	100%	0	0	2087	100%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
Total	2088	2088	100%	2088	100%	1	100%	2087	100%	0	0%
Other than Permanent Workers											
Male	1594	1594	100%	1594	100%	0	0	0	00%	0	0%
Female	27	27	100%	27	100%	27	100%	0	0%	0	0%
Total	1621	1621	100%	1621	100%	27	100%	0	00%	0	0%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.45%	0.15%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Dedinaucted and deposited with the authority (Y/N / N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	2.02%	4.79%	Y	100%	100%	Y
Others (Leave Encashment	27.18%	5.17%	Y	-	-	-

Benefit)							

Note: ESI was reported as 100% in the previous financial year based on the understanding that all eligible permanent employees and workers were covered under the ESI benefits.

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 committed to fostering inclusivity across its premises by adopting a structured approach to enhance accessibility for employees, workers, visitors, and other stakeholders with disabilities. This commitment extends across all operational facilities.
The Company has undertaken measures to ensure that key areas such as workspaces, restrooms, common areas, and transit routes within and around its premises are designed to be accessible, thereby promoting ease of mobility and an inclusive work environment. These premises are equipped with essential accessibility features such as elevators and wheelchair friendly access to enable ease of movement within the workspace. Through these initiatives, the company aims to align with the requirements of the Rights of Persons with Disabilities Act, 2016, while continuously strengthening its infrastructure to support accessibility and inclusion for all.

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

Yes.
The Company has adopted an Equal Employment Opportunity Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016, reaffirming its commitment to fostering an inclusive, diverse, and equitable workplace. The policy is designed to ensure that all individuals, including persons with disabilities, are provided equal access to employment opportunities and are treated with fairness, dignity, and respect across all levels of the organization.

The policy outlines the Company's approach to merit-based recruitment and prohibits discrimination on the basis of disability in any aspect of employment, including hiring, training, compensation, promotion, and career advancement. It also emphasizes the provision of reasonable accommodations and necessary support systems to enable employees with disabilities to effectively perform their roles and participate fully in the workplace.

In addition, the policy promotes awareness and sensitization across the organization to create a more inclusive culture, while establishing mechanisms for addressing grievances related to discrimination or accessibility. Through these measures, the Company aims to build a supportive environment that enables equal participation and long-term professional growth for all employees.
The policy is available on the Company's website at: https://www.ratnamani.com/download/Code_and_Policy/equal-employment-opportunity-policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention Rate (%)	Return to work rate (%)	Retention Rate (%)
Male	100%	94%	100%	97%
Female	-	-	-	-
Total	**100%**	**94%**	**100%**	**97%**

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	Details of the mechanism in brief
Permanent Workers	Yes, The Company has a well-defined grievance redressal mechanism that is accessible to all employees and workers, including permanent employees/workers as well as those other than permanent employees/workers. Employees and workers are encouraged to raise concerns through regular team and departmental meetings, which serve as an open platform for sharing feedback and discussing workplace-related issues. Grievances are initially addressed at the level of the immediate supervisor or line manager. If the issue remains unresolved, it may be escalated to the Department Head, followed by the Functional Head and, if required, further to Senior Management. For concerns relating to broader organisational matters, performance evaluations, or issues involving the immediate supervisor, employees may directly approach the	
Other than Permanent Workers		
Permanent Employees		

Other than Permanent Employees	Human Resources (HR) representative. The Company has also instituted a formalised grievance redressal mechanism accessible through its internal network, ensuring that concerns are systematically recorded, tracked, and addressed with due diligence. Additional channels are available to enhance accessibility and confidentiality. These include physical drop boxes placed at various locations across facilities for submission of written complaints, and the Vigil Mechanism, under which employees and workers can raise concerns, including protected disclosures, directly to the Chairman of the Audit Committee via a designated email channel. Further, plant-level concerns such as those related to canteen facilities, safety, or other operational matters are addressed by local plant leadership in the first instance. Complaints relating to sexual harassment are handled through the dedicated POSH (Prevention of Sexual Harassment) framework, with reporting to the designated officer or Head of Department as per policy. The HR team, along with the relevant stakeholders, ensures timely resolution of grievances, and outcomes are communicated to the concerned individual. In case of dissatisfaction, the matter may be further escalated to Senior Management or the VP of HR for review, mediation, or arbitration. Through these multiple channels and structured escalation pathways, the Company ensures an effective, transparent, and inclusive grievance redressal process for all categories of employees and workers.

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

Category	FY 2025-26			FY 2024-25		
	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)
Permanent Employees						
Total	1236	0	0%	1168	215	18.4%
Male	1215	0	0%	1155	213	18.4%
Female	21	0	0%	13	2	15.4%
Permanent Workers						
Total	2088	0	0%	1997	615	30.8%
Male	2087	0	0%	1996	615	30.8%
Female	1	0	0%	1	0	0%

Note : There is no recorganised union/ worker association within the company. In previous year, employees and workers of mentioned under association, were part of an external Union called Akhil Gujarat General Mazdoor Sangh. However, the same in not active with in the company.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1215	454	37%	787	65%	1,183	1183	100%	1,183	100%
Female	21	6	29%	12	57%	13	12	92%	13	100%
Total	1236	460	37%	799	65%	1,196	1195	100%	1,196	100%
Workers										
Male	2087	816	39%	1183	57%	4,079	4,079	100%	4,079	100%
Female	1	1	100%	1	100%	22	22	100%	22	100%
Total	2088	816	39%	1184	57%	4,101	4,101	100%	4,101	100%

Note: The data share is related to permanent employees and workers.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1215	1057	87%	1183	1101	93%
Female	21	10	48%	13	12	92%
Total	1236	1067	86%	1196	1113	93%
Workers						
Male	2087	1880	90%	4079	4079	100%
Female	1	0	0%	22	22	100%
Total	2088	1880	90%	4101	4101	100%

Note: The data share is related to permanent employees and workers.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) **What is the coverage of such system?**	The Company has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) to safeguard the health and well-being of its workforce. The system is aligned with ISO 45001:2018 standards and forms part of the Company's Integrated Management System framework. It is supported by a formal health and safety policy and a structured framework that covers operations across all manufacturing facilities and offices. The OHSMS is designed to proactively identify, assess, and mitigate health and safety risks across the Company's end-to-end operations, while promoting a strong safety-oriented culture. Its effectiveness is periodically reviewed through internal audits, enabling continuous improvement in safety performance and practices. The system is implemented and monitored through a collaborative governance structure comprising management representatives and employee participation, ensuring broad-based accountability and engagement. Overall, the coverage of the OHSMS extends to all employees, workers, and operational processes, reinforcing the Company's commitment to maintaining high standards of occupational health and safety beyond regulatory compliance.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company follows a structured and proactive approach to identify work-related hazards and assess risks across both routine and non-routine activities. This is achieved through established methodologies, defined operational controls, and continuous monitoring mechanisms to ensure workplace safety. • The Company adopts the Hazard Identification and Risk Assessment (HIRA) process, wherein Safety Managers and cross-functional teams collaboratively identify potential hazards and evaluate associated risks against existing control measures on an ongoing basis. • Advanced techniques such as Hazard and Operability Study (HAZOP) are conducted for critical processes to systematically assess potential deviations and risks. • For high-risk and critical tasks, detailed Job Safety Analysis (JSA) is carried out to identify task-specific hazards and define mitigation measures. • Operational Control Procedures and Work Instructions are developed and implemented to address significant risks and ensure standardised safe practices across operations. • Prior to commencement of projects or specific activities, particularly those involving contractors, toolbox talks are conducted, followed by risk assessments and issuance of work permits to ensure safety preparedness. • Dedicated Safety Managers monitor site activities, and regular safety inspections and preventive maintenance checks are undertaken to ensure safe functioning of equipment and machinery. • Continuous safety awareness is reinforced through regular trainings and toolbox talks, enabling employees and workers to identify, report, and address potential risks proactively.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	**Yes.** The Company has established processes that enable workers to report work-related hazards and ensure timely mitigation of risks. Employees and workers are encouraged to raise safety concerns through multiple channels, including regular safety review meetings and established communication forums, where they can highlight potential hazards and unsafe conditions. All reported incidents and hazards are promptly investigated, typically within 24

	hours, followed by detailed analysis to identify root causes and implement corrective and preventive actions. Any adverse findings or gaps identified through ongoing hazard assessments are addressed on a priority basis to prevent recurrence. The Company also promotes a proactive safety culture by encouraging the use of appropriate Personal Protective Equipment (PPE) and conducting regular trainings and awareness programs. Workers are supported by structured processes such as toolbox talks, safety briefings, and risk assessments, which empower them to identify risks and take necessary precautions, including refraining from unsafe work conditions until risks are mitigated. Additionally, the Company conducts pre-employment and periodic medical check-ups, including specialized tests where required, to ensure overall workforce well-being. These practices are aligned with the requirements of ISO 45001:2018, reinforcing the Company's commitment to maintaining a safe and healthy work environment.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	**Yes.** Employees and workers have access to non-occupational medical and healthcare services through the Company's established health and wellness framework. The Company provides Occupational Health Centre (OHC) facilities at its locations for first-aid treatment and immediate medical support. Pre-employment and periodic medical check-ups, including specialized tests where required, are conducted to monitor and support employee health, and comprehensive medical and health records are maintained for all employees. In addition, all full-time employees are covered under non-occupational medical, accident, and life insurance policies, while contract workers are provided access to non-occupational accident insurance. These measures ensure broader healthcare support and financial protection for employees and workers beyond workplace-related risks.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.4
	Workers	1.054	6.6
Total recordable work-related injuries	Employees	0	1
	Workers	7	17
No. of fatalities	Employees	0	-
	Workers	0	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	16
	Workers	0	56

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

The Company has implemented a comprehensive framework to ensure a safe and healthy workplace across all its operations, guided by its Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001:2018 standards. Key measures undertaken include:

- **Risk Identification and Mitigation:** Systematic processes such as Hazard Identification and Risk Assessment (HIRA), HAZOP studies, and Job Safety Analysis (JSA) are conducted to identify and mitigate workplace risks for both routine and non-routine activities.
- **Defined Safety Procedures:** Operational control procedures, work instructions, and permit-to-work systems are implemented to ensure safe execution of critical and high-risk activities.
- **Training and Awareness:** Regular safety trainings, toolbox talks, and awareness sessions are conducted to reinforce safe practices and encourage proactive hazard reporting among employees and workers. Classroom training programs on First Aid and Behaviour-Based Safety (BBS) are organized through external experts, along with the deployment of a mobile training van for shopfloor training.
- **Safety Communication and Visibility:** Emergency contact numbers, visitor guides, PPE matrices, and Material Safety Data Sheets (MSDS) in local languages are prominently displayed across facilities to enhance awareness and preparedness.
- **Monitoring and Supervision:** Dedicated Safety Managers oversee site operations, supported by regular inspections, safety audits, and preventive maintenance of equipment and machinery.
- **Incident Management:** All incidents are promptly investigated (typically within 24 hours), followed by root cause analysis and implementation of corrective and preventive actions.
- **Health and Wellness Measures:** The Company provides Occupational Health Centre (OHC) facilities for first aid, conducts pre-

employment and periodic medical examinations, and maintains health records for employees.

- **Use of Protective Equipment:** Appropriate Personal Protective Equipment (PPE) is provided and its usage is actively encouraged across operations.
- **Employee Participation and Engagement:** Employees and workers are encouraged to raise concerns through safety review meetings and other forums, ensuring continuous improvement in workplace safety. The Company also organizes employee engagement and motivation initiatives such as National Safety Month, World Environment Day, International Day of Yoga, Road Safety Week, and World No Tobacco Day to promote awareness and reinforce a culture of health and safety.

Through these measures, the Company fosters a proactive safety culture, minimizes workplace risks, and ensures the health and well-being of its workforce.

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

Topic	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety practices	-	-	-	-	-	-

14. Assessments for the year:

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

Note: The company conducts internal walk through assessments for Health and Safety. The observations of the same are discussed in the Safety Committee. These parameters are also covered in certification auidts like ISO 45001.

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

During the assessment for FY 2025–26, the Company implemented several preventive actions by adopting advanced technologies and improved safety measures. These initiatives have significantly contributed to strengthening health and safety practices, minimizing potential risks, and creating a safer and more efficient working environment. The focus on technology-driven solutions has also supported continuous improvement in workplace conditions and enhanced overall employee well-being.

- Emergency sirens were installed with a centralized activation system to ensure prompt alerts during emergencies.
- A RECD device was installed to prevent stack emissions from DG sets.
- Adequate APCM dust collectors were installed at the LSAW plant to control air pollution.
- Two dust collectors were installed in the coating plant at the Odisha facility to reduce dust during shot blasting operations.
- All cable trenches in the spiral area of the Odisha plant were covered with checker plates to prevent accidents.
- Red and green indicator lights were installed at all conveyor crossing points at the Odisha plant to reduce man-machine interaction risks.

These actions reflect the Company's focus on improving workplace safety and addressing identified risks effectively

LEADERSHIP INDICATORS

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

Yes, the Company extends life and compensatory support mechanisms in the event of death for both employees and workers. All employees and workers are covered under accidental death insurance policies, providing financial protection to their families in case of unforeseen events.

In addition, the Company has instituted a benevolent fund framework, under which a nominal contribution is made through employees' salary deductions and pooled into a common corpus. In the event of an employee's demise, a defined amount from this fund is disbursed to the family of the deceased to extend immediate financial assistance during times of distress.

Further, for employees, the Company may, based on internal policies and subject to eligibility criteria, facilitate consideration of a suitable family member of the deceased for employment opportunities within the organization. This initiative is aimed at supporting continuity of livelihood for the affected family.

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 has established governance and monitoring mechanisms to ensure that statutory dues are duly deducted and deposited by its value chain partners in compliance with applicable regulations.

- Contractor Compliance Verification: The Company verifies compliance of contractors with statutory requirements such as Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) by ensuring that requisite payments are made prior to the release of their invoices. Contractors are required to submit documented evidence of such compliance as a precondition for payment processing.

- Vendor Compliance Assurance: Processes are being strengthened to enhance vendor compliance assurance, including regular follow-ups and documentation checks to ensure alignment with statutory obligations.
- TDS/TCS Compliance: The Company ensures timely deduction and deposit of TDS/TCS and facilitates issuance of certificates (Form 16A and Form 27D) to vendors, customers, and employees. Regular follow-ups are undertaken with stakeholders to obtain necessary certificates, enabling them to claim credits without delays.
- GST Compliance: A structured GST return filing process is in place to support customers and vendors in availing input tax credits on a timely basis, with any discrepancies promptly addressed.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers				

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

Yes, although the Company does not currently have a formal transition assistance policy, it extends adequate support to employees at the time of retirement to help ensure a smooth transition. Retiring employees are guided in accessing their eligible benefits, including Provident Fund (PF) and gratuity. Further, the Company provides an option for retirees to continue under the Group Medical Insurance scheme for upto 5 years, thereby offering continued healthcare support even after separation from service.

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	0%
Working Conditions	0%

Note: Value chain partners are required to adhere to the Supplier Code of Conduct, which also emphasizes the health and safety of their employees and workers.

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.

The company has established compliance processes, with the relevant requirements incorporated into contractual agreements. Suppliers are required to comply with these requirements, which cover working conditions and health and safety practices. During the reporting period, no significant risks or concerns were identified, and therefore no corrective actions were required.

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS

Stakeholder engagement is integral to RMTL's approach to responsible business conduct, with a focus on building transparent, inclusive, and mutually beneficial relationships. The Company is committed to identifying and prioritizing the needs and expectations of its diverse stakeholder groups, including employees, customers, suppliers, communities, and regulators. Through regular engagement, structured feedback mechanisms, and responsive action, the company seeks to address stakeholder concerns, foster trust, and create long-term value, while ensuring that its business practices remain aligned with evolving social, environmental, and economic expectations.

ESSENTIAL INDICATORS

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

The Company identifies its key stakeholder groups through a structured stakeholder mapping and materiality assessment process, considering its operations as a manufacturer of tubes and pipes catering to domestic and international customers. The process considers the Company's value chain, manufacturing activities, business relationships, regulatory requirements, and the level of influence and impact between the Company and its stakeholders.

Stakeholders are classified as internal and external and prioritized based on their relevance to operations, quality commitments, business continuity, sustainability priorities and long-term value creation. Key stakeholders include employees/workers, shareholders, customers, suppliers/vendors, business partners, local communities around manufacturing locations, and government/regulatory authorities. Inputs received through ongoing engagements are reviewed while identifying material issues and shaping business and sustainability priorities.

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

The Company engages with its key stakeholder groups through multiple formal and informal channels, including surveys for customers, suppliers and employees, workshops, virtual meetings, regular interactions with CSR teams, impact assessments, periodic business updates, investor meetings/calls and ongoing interactions with internal teams. The table below provides an overview of the key stakeholder groups identified by the Company, along with the modes and frequency of engagement with each group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	• Internal employee portal/Intranet • Surveys/feedback • Training and performance management • Employee engagement events • Annual Report • Corporate films • Regular updates through email communication from HR	Ongoing basis	•Employee health, safety and wellbeing initiatives • Providing development platforms for behavioural and skill development • Employee engagement and satisfaction • Updates and communication on policies, processes, systems • Employee complaints & grievance management
Customers	No	• Websites • Product catalogues • Digital marketing • Customer meets and visits • Corporate profile in portable drives • Corporate films • News releases • Social media platforms	Ongoing basis	• Ensuring availability of products • Explaining newer technology & emerging products • Understanding of existing and emerging customer requirements • Understanding emerging market needs • Customer satisfaction & feedback • Customer complaints (if any)
Shareholders/ Investors	No	• Website • Investors/ Analyst meetings or calls • Stock Exchange Announcements • Press Releases • Quarterly results announcements • Timely disclosures • Notice of the Annual General	Annually / Quarterly / Ongoing basis	• Enhancing enterprise value • Performance and finance results, strategy, and business operations of Company • Corporate governance • Transparency in disclosure • Investor complaints (if any)

		Meeting of Shareholders • Corporate profile • Annual Report • Social media platforms		
Suppliers / Vendors	No	• Feedback Surveys • On-boarding process • Meetings	Ongoing basis	• Supplier development • Promoting local suppliers • Promoting shared growth
Communities	Yes	• Website • Site reports • Corporate profile • Annual Report • Media releases • Social Media Platforms	Ongoing basis	• Increasing awareness and understanding of Company activities • Providing access to basic social infrastructure like school, healthcare, etc. to the less privileged communities • Reducing wider environmental impact around plant vicinity and surroundings • Contributing to improving biodiversity & natural ecosystems for long-term positive societal impact
Business Partners	No	• Product catalogues • Meetings and visits • Emails • Corporate films	Ongoing basis	• Ensuring availability of products • Explaining newer technology & emerging products • Supply chain matters, including sustainable sourcing • Regulatory compliance • Customer satisfaction & feedback
Government/ Regulatory Authorities	No	• Ongoing meetings and dialogues • Participation in formal and informal consultation processes	Ongoing basis	• Regulatory compliance • Sound corporate governance mechanism • Tax revenues • Transparency in disclosures

LEADERSHIP INDICATORS

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

The Company conducts stakeholder consultations on economic, environmental, and social (ESG) matters primarily through relevant functional teams across the organization, including Environment, Health & Safety (EHS), Human Resources (HR), Quality, Sales, Procurement, Corporate Social Responsibility (CSR), Finance, and Compliance.

These teams engage with respective stakeholder groups to understand their concerns, expectations, and feedback on various ESG topics. The key insights, issues, and outcomes arising from such consultations are systematically reviewed by senior management.

Subsequently, material feedback and significant stakeholder concerns are communicated to the Board or its Committees through established governance mechanisms. These include periodic updates, compliance reports, CSR reviews, risk management discussions, and business performance reviews.

This structured approach ensures that the Board remains informed of critical stakeholder perspectives and is able to provide appropriate guidance on the Company's ESG, sustainability, and overall business priorities.

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 uses stakeholder consultation to support the identification and management of environmental and social topics that are material to its manufacturing operations and business relationships.

Stakeholder inputs are gathered through continuous engagement with key groups, including employees and workers, customers, suppliers/vendors, local communities, investors, and regulatory authorities. These engagements are conducted through various formal and informal mechanisms such as surveys, meetings, business performance reviews, audits, CSR initiatives, and statutory or regulatory interactions. In particular, to strengthen materiality assessment and ensure alignment with stakeholder expectations, materiality surveys were also shared with major customers and suppliers to capture their perspectives on key ESG topics.

The feedback and insights collected through these engagements are systematically reviewed by respective functional teams and senior management. Based on this review, relevant inputs are incorporated into the Company's policies, procedures, and operational practices. This ensures that stakeholder expectations are effectively integrated into decision-making processes, risk management frameworks, CSR activities, and overall sustainability strategy.

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

The Company engages with vulnerable and marginalised stakeholder groups through need-based Corporate Social Responsibility (CSR) and community development initiatives in and around its areas of operation. These engagements are carried out in collaboration with local communities and implementation partners to understand their key concerns, challenges, and priority needs.

Through continuous interactions, field assessments, and community consultations, the Company identifies areas requiring support, particularly in relation to basic amenities, education, healthcare, livelihood enhancement, and environmental well-being.

Based on the insights gathered, the Company undertakes targeted interventions aimed at improving the quality of life and promoting inclusive development. These initiatives may include community welfare programs, skill development and livelihood support, health and sanitation initiatives, and infrastructure development in underserved areas.

The Company's approach ensures that concerns of vulnerable and marginalised groups are addressed in a structured, responsive, and impactful manner, contributing to sustainable community development and social equity.

PRINCIPLE 5: Businesses should respect and promote human rights

Respect for human rights is a fundamental aspect of the Company's approach to responsible business conduct. The Company is committed to upholding the dignity, equality, and rights of all individuals associated with its operations, including employees, workers, and stakeholders across its value chain. It strives to foster a workplace free from discrimination, harassment, and unfair practices, while ensuring compliance with applicable laws and internationally recognized human rights standards. Through its policies, procedures, and awareness initiatives, the Company promotes an inclusive, safe, and respectful environment, reinforcing its commitment to ethical and sustainable business practices.

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1236	70	6%	1168	1168	100%
Other than permanent	95	0	0%	28	-	-
Total Employees	**1331**	**70**	**5%**	**1196**	**1168**	**98%**
Workers						
Permanent	2088	45	2%	1997	1997	100%
Other than permanent	1789	0	0%	2104	-	-
Total Workers	**3877**	**45**	**1%**	**4101**	**1997**	**49%**

Note: Human rights awareness is also increased through regular emailers and internal communication initiatives.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1215	0	0	1215	100%	1155	0	0	1155	100%
Female	21	0	0	21	100%	13	0	0	13	100%
Total	1236	0	0	1236	100%	1168	0	0	1168	100%
Other than Permanent										
Male	194	0	0	194	100%	28	0	0	28	100%
Female	0	0	0	0	0	0	0	0	-	0
Total	194	0	0	194	100%	28	0	0	28	100%
Workers										
Permanent										
Male	2087	0	0	2087	100%	1996	0	0	1996	100%
Female	1	0	0	1	100%	1	0	0	1	100%
Total	2088	0	0	2088	100%	1997	0	0	1997	100%
Other than Permanent										
Male	1594	0	0	1594	100%	2083	0	0	2083	100%
Female	27	0	0	27	100%	21	0	0	21	100%
Total	1621	0	0	1621	100%	2104	0	0	2104	100%

3. **Details of remuneration/salary/wages**

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	9	1,46,14,000	1	16,80,000
Key Managerial Personnel	2	97,34,000	0	0
Employees other than BoD and KMP	1209	5,79,600	21	4,80,000
Workers	2087	3,40,308	1	2,52,000

Note:
1. Executive Board of Directors are also KMP and are paid Remuneration, Perquisites, Retirement benefits & Commission
2. Non-Executive Directors are paid Sitting fees and Commission
3. KMP includes CFO and Company Secretary, who are paid Remuneration, Perquisites and Retirement benefits.Also one-time settlement amounts and benefits for KMPs have not been included in this.

b. Gross wages paid to females as % of total wages paid by the entity: (in lakh)

Category	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	0.71%	0.47%

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

Yes. Company manages human rights matters through its Human Resource head and a dedicated team that oversees these issues across the organization. The team handles all concerns in a timely, fair and confidential manner. RMTL aims to maintain a safe and inclusive workplace where every employee's rights are respected and any grievance is resolved without delay. A team also reviews situations related to human rights and takes action whenever required.

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

The company has established a formal process to address human rights matters, supported by a standalone Human Rights Policy that guides its overall practices. This policy outlines the company's commitment to operating in compliance with Indian labour laws and recognized international standards. It also defines the channels available to employees and external stakeholders across the value chain to raise human rights concerns.

Under this framework, employees and workers are encouraged to first report issues to their immediate supervisor. If unresolved, the matter can be escalated to the department head and, if necessary, to the Head of Human Resources, who oversees the process organization-wide. Additionally, concerns may be raised through the Vigil Mechanism and Whistleblower Policy, as appropriate.

A dedicated POSH Committee handles complaints related to sexual harassment in accordance with applicable legal requirements. All concerns received through any channel are reviewed quarterly by senior leadership.

Each case is assessed by the Human Resources team or the designated stakeholder contact, who takes appropriate action in consultation with relevant functional heads. If an employee, worker, or stakeholder is dissatisfied with the resolution, the matter may be escalated to senior management for further review or alternative resolution. Typically, issues are resolved within 15 to 20 days.

The Human Rights Policy is available on the company website: Link

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

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

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

The Company has clear systems to protect anyone who reports discrimination or harassment. The workplace policy prohibits all forms of harassment, including physical, psychological, verbal and written behaviour. Employees may raise concerns through the Whistle Blower Policy, and all complaints are handled with confidentiality. Confirmed cases lead to suitable action, which may include disciplinary steps or legal measures.

A Policy on Prevention of Sexual Harassment is in place, supported by an internal committee formed as per the POSH Act. The committee reviews complaints and oversees preventive measures. Annual training on sexual harassment is compulsory for the entire workforce, ensuring continued awareness and a safe working environment.

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

The Company follows a zero tolerance approach towards any human rights violations and applies its Human Rights Policy across interactions with employees, customers, suppliers, and other value chain partners.
Human rights requirements are incorporated into business agreements through defined Human rights policy and the Supplier Code of Conduct. Vendor selection and procurement processes include conditions that require suppliers to follow ethical labour practices and comply with applicable human rights and labour laws.

10. Assessments for the year:

Particulars	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
Child Labor	100%
Forced/Involuntary Labor	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others- please specify	

Note: The company conducts internal walk through assessments of the various operational sites with respect to all the compliance requirements. Additional controls are also placed during documentation collection at the time of joining.

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

During FY 2025-26, there were no risks/ concerns arising from the above assessments.

LEADERSHIP INDICATORS

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**
   Not applicable, as no human rights complaints were reported during the reporting period. As a result, no changes to business processes were necessary or implemented in this area.

2. **Details of the scope and coverage of any Human rights due diligence conducted.**
   Ratnamani has measures in place to ensure respect for human rights across its operations. The company plans to conduct a detailed human rights due diligence exercise in the coming financial years to further strengthen its approach.

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

   Yes, the offices of RMTL are accessible to differently abled visitors in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company provides suitable facilities and infrastructure to support accessibility and enable ease of movement within the premises.
   Key features include lift access across all floors, accessible washrooms, and ramps at entrances and transition points. Required tools, work tables, and specialized equipment are provided based on individual needs.Physical infrastructure, including buildings, furniture, and services, aligns with the Harmonized Guidelines and Space Standards for Barrier Free Built Environment for Persons with Disabilities and Elderly Persons, 2016 and the National Building Code, 2016. All new or modified facilities are reviewed for compliance at different stages. Regular assessments and upgrades ensure a barrier free and accessible environment. Visitors facing accessibility concerns can contact the facilities team or reach out to the HR team for support.

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

	% of value chain partners (by value of business done with such partners) that were assessed

Child Labour	0%
Forced/involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others	

Note: All the suupliers are required to follow compliance requirements with respect to human rights.

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.

Embracing sustainable development, the Company integrates environmental responsibility across its manufacturing operations with a focus on efficient resource use and impact reduction. Zero Liquid Discharge systems are implemented at all facilities to ensure complete recycling and reuse of water within operations. Climate and pollution management are addressed through emission control systems, energy efficient technologies, and use of renewable energy sources such as solar and wind. Waste minimisation is addressed through recovery systems, responsible disposal practices, and improved process efficiency. Water harvesting and resource reuse support conservation of natural resources. Biodiversity and environmental protection are supported through plantation initiatives and controlled operations. Clear processes and defined systems guide these efforts and support continuous improvement in environmental performance and long term sustainability.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in TJ) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total Electricity Consumption (A)	129.86	132.93
Total Fuel Consumption (B)	0.00	0.00
Energy Consumption through other sources (C)	0.00	0.00
Total Energy Consumption from renewable sources (A+B+C)	129.86	132.93
From non-renewable sources		
Total Electricity Consumption (D)	139.73	180.03
Total Fuel Consumption (E)	179.43	22.64
Energy Consumption through other sources (F)	0	138.07
Total Energy Consumption from non-renewable sources (D+E+F)	319.16	340.75
Total Energy Consumption (A+B+C+D+E+F)	**449.02**	**473.67**
Energy intensity per rupee of turnover (Total energy consumption in Tera Joules/ turnover in INR Crores)	0.12	0.097
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Tera Joules / Revenue from operations (in Crores) adjusted for PPP) (TJ per crore USD)	2.48	1.99
Energy intensity in terms of physical output (Total energy consumption in Tera Joules/ total production in Metric Tonnes)	0.0017	0. 0014

Note: The revenue from operations has been adjusted for PPP using data published by the World Bank, with a factor of 20.45 applied for FY 2024–25, while a factor of 20.34 for FY 2025–26 has been considered based on data published by the International Monetary Fund.

The Odisha operation started in November, and the values for Grid Electricity were taken from that period.

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

Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26.

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.

The Company does not have any sites / facilities identified as designated consumers under PAT.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	62,057.20	44,921.00
(iii) Third party water	2,24,200.00	2,25,129.00*
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	6,000**	0.00
Total volume of Water Withdrawal (in kilolitres) (I + ii + iii + iv + v)	2,92,257.20	2,70,050.00
Total volume of Water Consumption (in kilolitres)	2,89,929.44	2,70,050.00
Water intensity per rupee of turnover (in lakhs) (Water consumed (KL)/ turnover in INR Crore)	78.59	55.38
Water intensity per rupee of turnover (in lakhs) adjusted for Purchasing Power Parity (PPP)	1,598.45	1,132.56

(Total water consumed in KL / Revenue from operations in USD Crore adjusted for PPP)		
Water Intensity in terms of physical output	1.11	0.81

Note: The revenue from operations has been adjusted for PPP using data published by the World Bank, with a factor of 20.45 applied for FY 2024–25, while a factor of 20.34 for FY 2025–26 has been considered based on data published by the International Monetary Fund.
The water consumption for the officies is calculated basis an empharical formula.
** Note: The previous year's value was reported under "Other," representing water sourced from private parties; it has now been reclassified under third-party sources in accordance with BRSR guidelines.*
The Odisha operation started in November, and the values for water withdrawal were taken from that period.
**Note: Water is sourced through rainwater harvesting. As the actual volume of rainwater harvested and used during the reporting year has not been measured, the pond's total storage capacity has been considered as the withdrawal value for rainwater.

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

Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
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		
ii. To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
iii. To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
iv. Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
v. Others- with treatment		
- No treatment	2327.76	0
Total water discharged (in kilolitres)	0	0

Note: The Company has implemented water treatment mechanisms across all manufacturing processes, supported by Zero Liquid Discharge (ZLD) systems, with water treated through Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP). The treated discharge water is reused either in operations or for horticulture and gardening purposes, with zero discharge outside the premises. During the current financial year, 1,72,374.27 KL of water was recycled and reused.

Also, a total of 2327.76 KL of wastewater (Sewage) is considered for the offices, based on NITI Aayog guidelines for the urban wastewater scenario in India, which indicate that approximately 80% of the water supply returns to the ecosystem as wastewater.

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

Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26

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

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) mechanism.
ZLD systems have been established across all four facilities to promote sustainable water management. All treated wastewater is completely recycled and reused for non-potable purposes, including gardening within plant premises, and other operational requirements. Solid waste generated from the ETP and STP is managed through authorized third-party agencies. This approach minimizes water discharge, conserves freshwater resources, and supports responsible water management across operations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Ton	2.10	0
SOx	Ton	1.46	0
Particulate matter (PM)	Ton	1.60	0
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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

Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO2 equivalent	11,112.78	10,399.90
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO2 equivalent	27,557.84	36,356.51
Total Scope 1 and Scope 2 Emissions	Metric tonnes of CO2 equivalent	38,670.63	46,756.41
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations in INR Crores)	Metric tonnes of CO2 equivalent/INR Crore	10.48	9.59
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations (in crores) adjusted for PPP)	Metric tonnes of CO2 equivalent/ Crore USD	213.20	196.09
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output	Metric tonnes of CO2 equivalent/ MT	0.15	0.14
Note: The revenue from operations has been adjusted for PPP using data published by the World Bank, with a factor of 20.45 applied for FY 2024–25, while a factor of 20.34 for FY 2025–26 has been considered based on data published by the International Monetary Fund.			

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

Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26

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

During FY 2025 -26, the company continued to implement measures to reduce greenhouse gas emissions through energy efficient operations and cleaner fuel use. Key initiatives are as follows:

- Replacement of petrol and diesel vehicles with electric bikes and golf carts for in plant movement, resulting in reduced fuel consumption and lower Scope 1 emissions.
- Installation and operation of renewable energy systems, including 24.902 MW solar and 27 MW wind capacity, which reduces reliance on grid electricity and lowers Scope 2 emissions.
- Use of LNG in food preparation, heat treatment, and blasting ovens, along with natural gas usage in furnaces, which results in lower emissions compared to conventional fuels.
- Utilization of natural lighting within plant areas to reduce electricity consumption.
- Installation of automatic timers on crimping press hydraulic power packs to ensure shutdown after idle periods, reducing energy usage in key processes.
- RMTL afforested 3.09 hectares during FY2025–26 with plantation of 3669 saplings, supporting carbon sequestration and ecological restoration over the long term.

These measures support improved operational efficiency and contribute to overall reduction in greenhouse gas emissions.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	269.83	172.16
E-waste (B)	3.92	0.42
Bio-medical waste (C)	2.66	0.04
Construction and demolition waste (D)	0.00	-
Battery waste (E)	0.00	9.60
Radioactive waste (F)	1.13	0.30
Other Hazardous waste. Please specify, if any. (G)	1,198.46	964.45
Other Non-hazardous waste generated (H)	17,484.10	72.2
Total (A+B + C + D + E + F + G+ H)	18,960.10	1,223.38
Waste intensity per rupee of turnover (Total waste generated/Turnover in INR Crore)	5.14	0.25

Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in Metric Tonnes/Revenue from operations (USD Croes) adjusted for PPP)	104.53	5.13
Waste intensity in terms of physical output (Total waste generated in Metric Tonnes/Total production in Metric Tonnes)	0.0725	0.00365

Note: The revenue from operations has been adjusted for PPP using data published by the World Bank, with a factor of 20.45 applied for FY 2024–25, while a factor of 20.34 for FY 2025–26 has been considered based on data published by the International Monetary Fund.
Here, Hazardous waste considered includes used oil, empty barrels, polyethylene, fixer, ETP sludge, process waste, and used cotton, while non-hazardous waste comprises food waste, horticulture waste, STP sludge, metal scrap, coating material, and packaging material.

Metal scrap was not part of the previous year's disclosure. In line with our continuous improvement approach toward enhanced transparency and comprehensive reporting, the same has been incorporated in the current year's disclosure.

For the Corporater, Odisha, and Regional offices, waste is very small quantity and being collected by municipalities; therefore, generation data for these locations are not included.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	**FY 2025-26**	**FY 2024-25**
Category of waste (Hazardous Waste)		
Recycled	177.58	258.9
Re-used	0	0.00
Other recovery operations	0	377.58
Total	177.58	636.48
Category of waste (Non - Hazardous Waste)		
Recycled	17,753.93	0.00
Re-used	0	0.00
Other recovery operations	0	0.00
Total	17,753.93	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
	FY 2025-26	**FY 2024-25**
Category of waste (Hazardous Waste)		
Incineration	2.66	0.04
Landfilling	1024.83	586.87
Other disposal Operations	0	0.00
Total	1027.49	586.91
Category of waste (Non - Hazardous Waste)		
Incineration	0.00	0.00
Landfilling	0.00	0.00
Other disposal Operations	0.00	0.00
Total	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an externalagency? (Y/N) If yes, name of the external agency.
Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26

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 follows structured waste management practices across all facilities to control, treat, and dispose of waste in a responsible manner. Zero Liquid Discharge systems operate at each plant, where treated water from the Sewage Treatment Plant is reused for gardening within the premises and treated water from the Effluent Treatment Plant is reused in production processes. Effluent Treatment Plant sludge is handled in line with Gujarat Pollution Control Board requirements, and co processing continues where the sludge is used as a raw material or energy source in industries such as cement and infrastructure, which reduces landfill disposal.

Manufacturing operations generate waste streams such as used oil, oil contaminated cotton, discarded containers, contaminated rags, cleaning materials, and used X ray films. These materials are segregated and routed through authorized third party agencies for recycling or safe disposal. Bio medical waste is managed through approved vendors for incineration and autoclave treatment. Metal scrap forms a major portion of waste arising from process losses and product rejection, and it is disposed of through the MSTC platform for recycling.

The Company applies process control measures, efficient material handling, and safe storage practices to reduce the use of hazardous and toxic chemicals in operations. Waste is classified, monitored, and transferred only to authorized handlers to ensure safe management. These practices support reduced environmental impact and promote responsible handling of hazardous materials.

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:

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
None of the plants/offices of the Company fall in/around ecologically sensitive areas.		

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
During FY 2025-26, no environmental impact assessment has been undertaken by the Company.					

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
During FY 2025-26, there have been no instances of non-compliance with any prevailing or applicable environmental law/ regulations/guidelines in India.				

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:

Water-stressed regions have been identified using the Aquaduct tool.

(i) Name of the area: Indrad, Chattral, Kutch, Ahmedabad and Delhi

(ii) Nature of operations: Manufacture of Stainless Steel Seamless Tubes & Pipes, Nickel Alloy Seamless Tubes & Pipes.

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

Parameter	FY 2025-26	FY 2024-25
Water Withdrawal by source (in Kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	57,432.85	44,921
(iii) Third party water	2,24,200.00	0
(iv) Seawater / desalinated water	0	0
(v) Others	6,000	0
Total volume of water withdrawal (in kilolitres)	2,87,632.85	44,921
Total volume of water consumption (in kilolitres)	2,85,590.57	44,921
Water intensity per rupee of turnover (Water consumed / turnover- INR Crores)	77.41	0.092
Water intensity (optional)	-	-

Water discharge by destination and level of treatment (in kilolitres)		
i.	Into Surface water	-
-	No treatment	-
-	With treatment – please specify level of treatment	-
ii.	Into Groundwater	-
-	No treatment	-
-	With treatment – please specify level of treatment	-
iii.	Into Seawater	-

- No treatment	-
- With treatment – please specify level of treatment	-
iv. Sent to third parties	-
- No treatment	-
- With treatment – please specify level of treatment	-
v. Others- Please specify/:	-
- No treatment	2,042.28
- With treatment – please specify level of treatment	-
Total water discharged (in kilolitres)	-

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

Yes, reasonable assurance has been carried out by Deutsch Quality Systems (INDIA) PVT LTD for FY 2025-26.

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

Parameter	*Unit*	FY2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	The Company is in the process of developing a mechanism to track Scope 3 emissions. Relevant information is expected to be shared in future reporting periods.		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)			

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.

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-withsummary)	Outcome of the initiative
1.	Development of dedicated sludge storage facility	A dedicated facility has been developed for the storage of hydro sludge and other process sludge. The facility is designed to prevent leakage and avoid contamination of surrounding soil. Sludge is collected, dried, and stored under controlled conditions before disposal as per regulatory requirements.	Risk of land contamination and pollution has reduced. Sludge is managed and disposed of in an environmentally responsible manner in line with State Pollution Control Board guidelines, which supports safer site conditions and improved environmental protection.
2	Installation of RECD system for DG sets	An RECD system has been installed on DG sets to control and reduce stack emissions generated during operation. The system is designed to treat exhaust gases and limit the release of pollutants into the atmosphere.	Emissions from DG sets have reduced, resulting in lower environmental impact. The system supports improved air quality and safer operating conditions within and around the facility.
3	Digitization of quality inspection process	Robotic systems have been deployed for product quality checks, replacing manual inspection processes. These systems measure both side diameters and other critical parameters with high precision. Inspection data is automatically captured and recorded in SAP, which removes manual data entry and reduces the possibility of human error.	Manual intervention has been significantly reduced, resulting in improved accuracy and consistency in inspections. Real time data capture has strengthened traceability and supported quicker decision making, while improving overall process efficiency.
4	Water harvesting and monitoring system	A rainwater harvesting system has been implemented to collect and recharge groundwater. Monitoring instruments such as piezometers and water flow meters are installed to measure groundwater levels and track water consumption. Regular monitoring of harvested rainwater levels is carried out to assess system performance and water usage trends	Groundwater levels have shown improvement, and reliance on fresh water sources has reduced. Continuous monitoring has enabled better control over water consumption and supported efficient water resource management.
5	Oil and water recovery for reduced water consumption	During theManufacturing process, water is used to remove residual oil from pipes. A hydro test system with a belt mechanism has been introduced to separate oil from water. This system allows the	Fresh water consumption has been reduced through reuse of treated water. Oil recovery has supported resource efficiency and reduced

		treated water to be reused within the process, while the extracted oil is collected for use in machine maintenance.	waste, while improving overall process sustainability.
6	Improved coating removal process for rejected pipes	During the coating stage, rejected pipes require removal of the three layer polyethylene coating. The earlier method involved manual removal, which was labor intensive and time consuming. A hot induction based technique has been implemented, where controlled heating softens the coating material, enabling easier separation from the pipe surface with reduced manual handling.	This method has reduced manual intervention and improved process efficiency. Cycle time for coating removal has decreased, and operator exposure to physical strain has been limited. The change has also improved safety during handling of rejected pipes.
7	Installation of chemical dosing system	A chemical dosing system has been installed to control and neutralize acidic components in process emissions. The system ensures precise addition of neutralizing agents to reduce the concentration of acid gases released during operations.	Acidic fumes have reduced, leading to lower gaseous emissions. The system has supported improved air quality and reduced environmental impact.
8	Installation of dust collection system	Dust collection systems have been installed across manufacturing areas to capture and treat particulate matter and fumes generated during operations. The system is designed to extract dust from process emissions and clean the air before release into the surrounding environment.	Particulate emissions have reduced, leading to improved air quality within the plant and surrounding areas. The system supports a safer working environment condition and reduces the impact of manufacturing activities on the environment.
9	Installation of alkali based scrubber system	An alkali based scrubber system has been installed to treat exhaust gases generated during operations. The system uses an alkaline medium to neutralize acidic pollutants present in emissions before discharge into the atmosphere.	Acidic pollutants are effectively removed from emissions, resulting in improved air quality. The system supports reduction in the risk of acid rain and contributes to protection of human health and the surrounding environment.
10	Replacement of conventional lighting with LED systems	Sodium vapour lamps have been replaced with LED lighting across plant areas. The new system provides efficient illumination with lower power consumption.	Electricity consumption for lighting has reduced significantly. Lighting quality has improved with better visibility and longer service life.
11	Implementation of PLC based control systems	Programmable Logic Controller based systems have been installed for hydraulic power packs to automate and control operations with accuracy.	Process control has improved with reduced manual intervention. Energy use has been optimized due to better system control and operation.
12	Installation of Variable Frequency Drives	Variable Frequency Drives have been installed in hydraulic power packs, compressors, cranes, and conveyors. These systems control motor speed based on load requirements, which reduces unnecessary energy use during operations.	Energy consumption has reduced due to better control of motor speeds. Equipment performance has improved with lower power losses and smoother operation.

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

Yes, the Company has a comprehensive On Site Emergency Plan in place across all 4 manufacturing plant to ensure operational continuity and protect employees and the surrounding community during unforeseen events. The plan covers both natural and industrial emergencies and defines clear procedures for emergency response, recovery, and alternate arrangements. It supports timely response, reduces operational disruption, and aligns with applicable statutory requirements.

The plan outlines a structured framework for managing emergencies such as fire, explosion, gas leakage, oil spillage, earthquake, and flood. Clear roles are assigned to key personnel including the Site Main Controller, Incident Controller, and emergency response teams for fire, rescue, and medical support. The process includes incident identification, alarm activation through siren systems, evacuation to designated assembly points, and coordination with external agencies such as fire brigade, hospitals, and district authorities. Emergency Control Centres are equipped to manage and coordinate response actions effectively.

Preparedness measures include regular training for employees on emergency response and use of fire extinguishers. Safety boards, emergency exit routes, and assembly points are clearly displayed across the plant. Walkways are marked in yellow for safe movement, and railings are installed near machinery to reduce risk. Visitors are briefed on safety guidelines before entry. Material Safety Data Sheets are maintained and displayed in accessible and local language formats. Proper storage practices are followed for materials. Periodic mock drills are conducted to assess readiness and improve response efficiency.

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

No significant adverse environmental impact arising from the value chain has been reported during this financial period. Potential risks are managed through the Supplier Code of Conduct, which defines environmental expectations for all suppliers and business partners.

Suppliers are required to comply with applicable environmental laws and follow practices aimed at reducing environmental impact. These include efficient use of natural resources, control of emissions, waste reduction, and safe handling of materials. Suppliers are also encouraged to improve product sustainability through reuse, recycling, and reduced environmental footprint.

Mitigation measures include evaluation of suppliers against defined environmental criteria and periodic review of their performance. Corrective actions are taken where gaps are identified. Suppliers are expected to maintain systems to monitor environmental performance and improve their practices over time.

This approach helps manage environmental risks across the value chain and supports responsible operations.

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

0% of value chain partners were formally assessed for environmental impacts. However, a significant majority of the company's key raw materials are sourced through sustainable channels, primarily from leading Indian and global multinational suppliers with established sustainability commitments. These partners are also required to adhere to the Company's Supplier Code of Conduct, which includes environmental responsibility guidelines.

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

a. By the listed entity : Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: The Company has not collected information related to Green Credit generated by the value chain partners during the reporting period.

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

Responsible and transparent engagement with public and regulatory policy is an essential aspect of the Company's governance framework. The Company ensures that all interactions with policymakers, industry bodies, and regulatory authorities are conducted with integrity, accountability, and in compliance with applicable laws and guidelines. It remains committed to representing its views in a fair and constructive manner, while maintaining transparency in disclosures and alignment with broader industry and societal interests.

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/ associations:

The Company has affiliations with 6 (six) national and state level trade and industry associations/ chambers.

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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1	Gujarat Chamber of Commerce & Industry	State
2	Bombay Chamber of Commerce & Industry	State
3	Ahmedabad Management Association	State
4	Indian Stainless Seamless Pipe Manufacturers Association (ISSMA)	National
5	Eepc India (Formerly Engineering Export Promotion Council)	National
6	Federation of Kutch Industries Association	State

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

Name of authority	Brief of Case	Corrective action Taken
During FY 2025–26, the Company has not received any adverse orders from regulatory authorities in relation to anti-competitive conduct.		

LEADERSHIP INDICATORS

1. **Details of Public Policy positions advocated by the entity.**

S. No.	Public policy Advocated	Method resort for such advocacy	Whether the information is available in Public Domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Other please specify	Web Link, if available
Nil					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Promoting inclusive growth and equitable development is embedded in the Company's broader approach to value creation, with a focus on contributing to the socio-economic well-being of communities. Efforts are directed toward creating opportunities that enhance livelihoods and improve access to essential services, particularly in areas of education, skill development, and healthcare. Through sustained engagement and targeted initiatives, the Company seeks to ensure that the benefits of its growth are shared across diverse sections of society, fostering long-term and balanced 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)	Resulted communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable. During FY 2025-26, there has been no requirement for the Company to conduct any SIA.					

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

S. No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families (PAFs)	% of PAF covered by R&R	Amount Paid to PAFs in the FY (in INR)
Not Applicable. During FY 2025-26, there have been no projects undertaken by the Company which have required any Rehabilitation & Resettlement of any local communities.						

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

The Company has established mechanisms to receive and address grievances from the community, supported by proactive engagement and formal channels. The CSR Head regularly visits project locations to interact with local communities, understand their concerns, and identify opportunities for meaningful engagement and intervention.

In addition, community members have access to grievance redressal mechanisms through the framework outlined in the Company's Whistle-Blower Policy, enabling them to report concerns or issues in a structured and confidential manner. Such grievances are reviewed and addressed by the designated stakeholder point of contact, with appropriate corrective actions undertaken.

In cases where community members are not satisfied with the resolution provided, there is a defined escalation process, allowing concerns to be taken forward to the Vice President – HR and the Managing Director for further review, mediation, or arbitration. These mechanisms ensure that community concerns are addressed in a fair, transparent, and responsive manner.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ Small producers	2%	3%
Directly from within India	68%	65%

Note: FY 2024–25 data has been restated on account of a revision in the calculation methodology, including the incorporation of imports in the denominator effective this year.

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

Location	FY 2025-26	FY 2024-25 (%)
Rural	64.44%	83.03%
Semi-urban	0.00%	0.00%
Urban	0.00%	14.45%
Metropolitan	35.56%	2.27%
Note: In current Financial Year, Ahmedabad location has been reclassified from an urban area to a metropolitan city, in accordance with RBI guidelines.		

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
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)
No programe were undertaken in the aspirational districts in FY2025-26			

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

The company ensures equal opportunities for local suppliers, wherever possible, to foster social impact within the communities where it operates.

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

Not Applicable

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

Not Applicable

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
Not Applicable				

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

Name of Authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects.

S.No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Healthcare Initiatives	18,014	100%
2	Education Initiatives	4,166	100%
3	Sports Development Initiatives	4	100%
4	Skills Development Initiative	708	100%
5	Environemntal Sustainability Initiatives	415	100%

Note: We also have CSR programs which supports animal health. In FY 2025-26, 3,72,115 animals were provided with care and other necessities in CSR.

All our beneficiaries are from vulnerable groups like economically weaker sections, women, Persons with disabilities, among others.

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

Delivering value to consumers in a responsible manner is central to the Company's business approach, with a strong focus on quality, safety, and transparency. The Company is committed to understanding customer needs and ensuring that its products consistently meet applicable standards and expectations. Emphasis is placed on maintaining product integrity, providing accurate information, and fostering long-term relationships built on trust and reliability.

ESSENTIAL INDICATORS

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

The Company has a defined mechanism for receiving, reviewing and addressing customer complaints and feedback. In view of the Company's B2B operating model, such inputs are generally received through sales and customer-facing teams and are then referred to the concerned functional departments, including quality, technical, production or logistics teams, as applicable. Customer complaints are documented, reviewed and addressed in line with established internal procedures. Corrective and preventive actions are taken to strengthen product quality, service delivery and customer satisfaction, and to reduce the likelihood of recurrence.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

Note: The 100% figure for safe and responsible usage is based on the quality parameter report provided with each product batch to the customer.

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	0	0	NA	0	0	NA

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

	Number	Reason for recall
Voluntary recalls	Nil	
Forced recalls		

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

Yes.

The Company has an internal framework and policy for cyber security and data privacy, supported by robust systems, processes, and governance mechanisms. While the policy is internal and not publicly disclosed, the Company continues to strengthen its cybersecurity posture through ongoing improvements and alignment with global standards.

A dedicated IT and network management team is responsible for safeguarding information systems, including management of SAP systems, servers, and data infrastructure. Access to critical systems and servers is restricted to authorized personnel, based on defined access controls and approvals.

The Company has implemented multiple technical and administrative controls to mitigate cyber risks, including:

- Two-factor authentication (2FA) and secure access protocols for laptops and systems
- Controlled system sign-in mechanisms, including monitoring of remote login sessions
- Periodic password change requirements, with restrictions on the use of vulnerable or weak passwords
- Deployment of firewalls and Disaster Recovery (DR) systems to ensure data protection and backup readiness

Regular Vulnerability Assessment and Penetration Testing (VAPT) exercises are conducted (once every two years) to identify potential system weaknesses. Identified risks are assessed and classified (low, moderate, critical), and mitigation plans are developed and submitted to management. These are subsequently reviewed by the Risk Committee at the Board level.
Further, the Company is in the process of aligning its practices with ISO 27001 standards and is working towards strengthening its Business Continuity Planning (BCP) framework. Continuous employee awareness is promoted through regular email advisories and ongoing initiatives such as phishing awareness campaigns.

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

No incident was reported in the financial year.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches
0

b. Percentage of data breaches involving personally identifiable information of customers
Not Applicable

c. Impact, if any, of the data breaches
Not Applicable

LEADERSHIP INDICATORS

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

The Company is primarily engaged in the manufacturing of tubes and pipes and does not provide services. Information related to the Company's products is made available through the following channels:

- Official Website / Product Pages – Detailed information on product specifications, grades, and applications
- Social Media Platforms – Corporate updates and product-related information
- Direct Communication Channels – Engagement through sales and marketing teams, customer interactions, and direct inquiries

Official Website: http://www.ratnamani.com
Product Information): https://www.ratnamani.com/product_lines.html
LinkedIn (Official Corporate Page): https://in.linkedin.com/company/ratnamani-metal-&-tubes-ltd

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

The Company undertakes multiple measures to inform and educate consumers on the safe and responsible usage of its products. Each product is supported by comprehensive Safety and Application Documentation (SAD), which provides detailed information on product specifications, appropriate usage, handling guidelines, and safety considerations.

In addition, the Company adheres to globally recognized quality and safety standards, ensuring that its products meet stringent regulatory and performance requirements. Key certifications include ISO 9001 (Quality Management System), API Q1 (American Petroleum Institute Quality Management), PED (Pressure Equipment Directive – EU), and ISO/IEC 17025 (Testing and Calibration Laboratories). These certifications reinforce the reliability, safety, and suitability of the Company's products for their intended applications.

Through detailed product documentation, adherence to international standards, and continuous engagement with customers, the Company ensures that consumers are well-informed and equipped to use its products safely and responsibly.

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

The Company maintains structured communication channels to ensure timely dissemination of information in the event of any potential disruption or discontinuation of essential services. Customers are informed through formal communication by the sales and marketing teams, including direct notifications via email, calls, or official correspondence, depending on the nature and criticality of the situation.
Additionally, ongoing customer engagement mechanisms enable proactive identification of potential disruptions and facilitate early communication to minimize impact. The Company also works closely with customers to provide necessary updates, alternate solutions, or revised timelines, wherever applicable, ensuring transparency and continuity of service to the extent possible.

4.

a) **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.**

Not Applicable.

The Company manufactures industrial products such as stainless steel and carbon steel pipes and tubes, which are supplied primarily to business customers and project-based applications. These products are accompanied by detailed technical documentation, including specifications, standards, and testing certifications, as per contractual and regulatory requirements. Accordingly, the requirement for displaying additional product information over and above what is mandated under local laws is not applicable in the conventional retail/consumer context.

b) **Did your entity carry out any survey with regards 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)**

Yes, the entity conducts internal customer satisfaction surveys across each of its businesses. These surveys evaluate performance across key parameters, with responses rated on a scale of 10. For FY 2025–26, the consolidated average customer satisfaction score was approximately **8.5 out of 10**.

Independent Assurance Statement

To the Management and Stakeholders of Ratnamani Metals and Tubes Limited

DQS India Private Limited (DQS) have been engaged by Ratnamani Metals and Tubes Limited (RMTL) to provide independent assurance on information disclosed under its Business Responsibility and Sustainability Report (BRSR) for the reporting period 2025-26, in accordance with the requirements of the **Securities and Exchange Board of India (SEBI)**. The engagement took place from 23 June to 8 July 2026 and was concluded on July 8, 2026.

Objectives

The objective of this assurance engagement was to independently assess and express conclusions on underlying reporting processes and validate qualitative and quantitative claims, to limit misstatement and increase the overall credibility of the reported information and data.

Scope of Assurance

The assurance encompassed the information and data related to the **BRSR indicators** as per the SEBI BRSR framework for 2025-26 and focused on the figures, statements and claims related to sustainability during the reporting period April 1, 2025, to March 31, 2026. More specifically, this included:

- **BRSR core (Reasonable Level Assurance):** Information and performance data subject to assurance is limited to the content of the BRSR core parameters only.
- **BRSR Non-Core Indicators (Limited Level Assurance):** Verification of non-financial disclosures of BRSR except core indicators to ensure alignment with reporting frameworks and stakeholder expectations.

Assurance Criteria and Level of Assurance

Assurance activities were provided following the requirements of **ISAE 3000 (Revised) and ISO 14064-3:2019:** international standard on assurance engagements (assurance on non-financial information).

- The BRSR core underwent Reasonable Level of Assurance, verifying the accuracy and completeness of BRSR code indicator data in line with SEBI requirements.
- The BRSR Non-Core Indicators underwent Limited Level of Assurance, to assess the consistency, completeness, and alignment of non-financial disclosures, ensuring alignment with stakeholder expectations.

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

Responsibility

The Management of RMTL (responsible party) is responsible for the preparation and presentation of the Business Responsibility and Sustainability Report (BRSR), including the BRSR Core disclosures and all other applicable BRSR disclosures for FY 2025-26. They are responsible for establishing and maintaining internal controls and processes to ensure the collection, calculation, and reporting of accurate and reliable data for this sustainability report.

We, DQS India Private Limited, being the independent assurance provider of the report are responsible for expressing a Reasonable Assurance conclusion on the BRSR Core disclosures and a Limited Assurance conclusion on all other applicable BRSR disclosures based on the work performed, regarding the accuracy and completeness of the data and information presented as the BRSR disclosures within the scope of this engagement for 2025-26.

Independence and Competences of the Assurance Provider

The DQS Group is an independent professional services firm that provides assurance on sustainability disclosures under the major global and national reporting frameworks and other specialized sustainability management mechanisms. Independent verifiers of DQS have not been involved in the development of the report nor have they been associated with RMTL's sustainability program, data collection or strategic processes.

DQS ensures that appropriately qualified individuals are selected for assurance engagements based on their qualifications, training, and experience. The outcome of all verification and assurance assessments is internally reviewed by senior management to ensure a rigorous and transparent approach is consistently applied. The assurance assessments are the only work undertaken by DQS for RMTL, thus safeguarding our independence and impartiality throughout the engagement.

Assurance Quality Control and Practices

DQS has conducted this assurance engagement in accordance with the requirements of the ISAE 3000 (Revised) and ISO 14064-3:2019 and maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

DQS has complied with the independence and other ethical requirements of the 'DQS Group - Conflict of Interest and Code of Ethics Policy', which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Assurance Methodology

The assurance procedures and principles used for this engagement were drawn from the ISAE 3000 (revised) and ISO 14064-3:2019 standard and methodology developed by DQS, which consists of the following steps:

- Assessing the suitability of the engagement, including the appropriateness of the subject matter and criteria, the competence of the assurance team and the presence of necessary preconditions. The terms of the engagement were agreed upon with the responsible party.
- Developing a comprehensive assurance strategy and plan based on the subject matter, its context and internal controls. This included identifying risks of material misstatement and determining the nature, timing and extent of assurance procedures.
- Evaluating the suitability of the criteria used to measure or evaluate the subject matter, ensuring they were relevant, complete, reliable, neutral and understandable.
- Gathering evidence through detailed procedures including inquiries, inspections, observations, recalculations, analytical reviews and testing of controls and underlying data.
- Below is the list of BRSR Core disclosures (Annexure I) covered under the Reasonable Assurance engagement.

Sr.	Principles and question references	Attributes	Parameters
1	Principle 1, E8	Customer and supplier engagement	- Average number of accounts payable days
2	Principle 1, E9	Business openness	- Percentage of purchases and sales with trading houses, dealers, related parties - Loans, advances and investments with related parties
3	Principle 3, E1(c)		- Spending on wellbeing measures (% of revenue)

4	Principle 3, E11	Employee wellbeing and safety	- Safety-related incidents (employees and contract workforce)
5	Principle 5, E3(b)	Gender diversity	- Gross wages to females (% of total wages)
6	Principle 5, E7		- Number of POSH complaints
7	Principle 6, E1	Energy footprint	- Total energy consumed - Percentage of energy from renewable sources - Energy intensity
8	Principle 6, E3	Water footprint	- Total water consumption - Water consumption intensity
9	Principle 6, E4		- Water discharge by destination and treatment level
10	Principle 6, E7	Greenhouse gas footprint	- Scope 1 emissions - Scope 2 emissions - GHG emission intensity (Scope 1 + 2)
11	Principle 6, E9	Waste and circularity	- Category-wise waste generation: plastic (A), e-waste (B), bio-medical (C), construction and demolition waste (D), battery (E), radioactive (F), hazardous (G), other non-hazardous (H) - Total waste generated (A to H) - Waste intensity - Waste recovered (recycled | reused | recovered) - Waste disposed (by method)
12	Principle 8, E4	Inclusive development	- Percentage of input materials sourced from MSMEs | local sources
13	Principle 8, E5		- Wages to employees in smaller towns (% of total wages)
14	Principle 9, E7	Customer and supplier engagement	- Percentage of customer data breaches to total cybersecurity events

E – Essential Indicator, L – Leadership Indicator

- In addition to the BRSR Core indicators, all remaining applicable Non-Core disclosures under the BRSR framework as presented in Annexure II were covered under Limited Assurance procedure.
- Conducting materiality and evaluation by applying professional judgement on the evidence obtained to determine whether the subject matter conforms, in all material respects, with the applicable criteria.
- Reporting based on the evidence obtained and its evaluation thereof, which led to preparation of this assurance report and expressing a positive form of conclusion on whether the subject matter is free from material misstatement.
- Performing quality control and documentation based on the quality control system of DQS India throughout the engagement in accordance with the requirements of ISAE 3000 (Revised) and relevant ethical standards. All procedures and findings were documented in a manner sufficient to support our conclusion.

Observations and Findings

During the assurance engagement, we noted the following observations:

- **Stakeholder inclusivity:**
  DQS found no evidence to suggest that any key stakeholder groups were excluded from the stakeholder engagement processes related to the BRSR Core indicators. RMTL has demonstrated a proactive and inclusive approach, ensuring that diverse stakeholder perspectives are considered throughout their sustainability-related performance and disclosures.

- **Materiality:**
  We are not aware of any significant material sustainability topics related to the BRSR indicators that have been omitted. RMTL has identified and reported on the relevant topics, ensuring alignment with stakeholder expectations and sector-specific material issues, particularly those covered under the BRSR framework.

- **Responsiveness:**
  RMTL has established robust processes to effectively respond to stakeholder concerns and manage its material sustainability issues. During the assurance process, we observed that the company demonstrates adequate responsiveness to relevant stakeholder concerns within scope.

- **Impact:**
  RMTL has implemented effective processes to measure, evaluate and manage the environmental and social impacts associated with the BRSR core metrics. These processes are aligned with key performance indicators relevant to the nature of its business and identify material sustainability issues.

- **Reliability:**
  Data management processes and internal controls related to the BRSR core indicators are in place and provide a reasonable level of reliability for the reported information. The overall approach supports the accuracy and completeness of core disclosures, particularly at the operational level which are based on site-specific measurement systems.

Limitations and Exclusions

Financial disclosures, and forward-looking statements of the Company were excluded from the scope of work.

The following limitations must be noted:

- This assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data and information are dependent on the accuracy of metering and other production measurement arrangements employed at site level, which were not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

BR. No. 50261879

Conclusion
Based on the procedures performed and evidence obtained, we conclude that the BRSR Core disclosures (Reasonable Level assurance) are fairly stated, in all material respects, in accordance with the SEBI BRSR framework; and nothing has come to our attention that causes us to believe that the remaining applicable Non-Core BRSR disclosures (Limited Level assurance) have not been prepared in all material respects, in accordance with the applicable reporting criteria.

On behalf of the assurance team,

July 8, 2026

Bengaluru, India

Dr Murugan Kandasamy

CEO and Managing Director

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Annexure I – Verified BRSR Core Indicators

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

Parameter	Unit of measurement	FY 26
Total Scope 1 emissions	$MtCO_2e$	11,112.78
Total Scope 2 emissions	$MtCO_2e$	27,557.84
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	$MtCO_2e$/ INR Crore	10.48
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	$MtCO_2e$/ USD Crore	213.20
Total Scope 1 and Scope 2 emission intensity in terms of physical output	$MtCO_2e$/ physical output (MT)	0.15

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund (IMF).

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

Parameter	Unit of measurement	FY 26
(i) Surface water	kilolitres	0
(ii) Groundwater	kilolitres	62,057.20
(iii) Third party water (Municipality + Tanker)	kilolitres	2,24,200.00
(iv) Seawater / desalinated water	kilolitres	0
(v) Others (Rainwater)	kilolitres	6,000**
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	2,92,257.20
Total volume of water consumption	kilolitres	2,89,929.44
Water intensity per rupee of turnover *(Total water consumption / Revenue from operations)*	Kilolitres/ INR Crore	78.59
Water intensity per rupee of turnover (in lakhs) adjusted for Purchasing Power Parity (PPP) (Total water consumed in KL / Revenue from operations in USD Crore adjusted for PPP)	Kilolitres/ USD Crore	1,598.45
Water Intensity in terms of physical output	Kilolitres/ physical output (MT)	1.11

** Water is sourced through rainwater harvesting. As the actual volume of rainwater harvested and used during the reporting year has not been measured, the pond's total storage capacity has been considered as the withdrawal value for rainwater.

3. Details related to water discharged:

Parameter	Unit of measurement	FY 26
(i) Sent to third parties*		Nil
- No treatment	kilolitres	-
- With treatment – please specify level of treatment -pH and Ammonia correction	kilolitres	-
(ii) Others	kilolitres	Nil
- No treatment	kilolitres	2327.76
- With treatment – please specify level of treatment	kilolitres	-
Total water discharged (in kiloliters)		**2327.76**

All manufacturing sites are equipped with Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP) operating under a closed loop Zero Liquid Discharge system. Treated water is fully recycled and reused within the facility for production, horticulture, and utility purposes, with no discharge outside the premises. This ensures complete water reuse and eliminates any water related environmental impact from operations.

A total of 2327.76 KL of wastewater (Sewage) is considered for the offices (Except manufacturing), based on NITI Aayog guidelines for the urban wastewater scenario in India, which indicate that approximately 80% of the water supply returns to the ecosystem as wastewater

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

Parameter	Unit of measurement	FY 26
From renewable sources		
Total electricity consumption (A)	Tera Joules	129.86
Total fuel consumption (B)	Tera Joules	0.00
Energy consumption through other sources (C)	Tera Joules	0.00
Total energy consumed from renewable sources (A+B+C)	Tera Joules	129.86
From non-renewable sources	Tera Joules	
Total electricity consumption (D)	Tera Joules	139.73
Total fuel consumption (E)	Tera Joules	179.43
Energy consumption through other sources (F)	Tera Joules	0
Total energy consumed from non-renewable sources (D+E+F)	Tera Joules	319.16
Total energy consumed (A+B+C+D+E+F)	Tera Joules	449.02
Energy intensity per rupee of turnover (Total energy consumption in Tera Joules/ turnover in Crores)	Tera Joules /INR Crore	0.12
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in Tera Joules / Revenue from operations (in Crores) adjusted for PPP)	Tera Joules /USD Crore	2.48
Energy intensity in terms of physical output (Total energy consumption in Tera Joules/ total production in Metric Tons)	Tera Joules / Physical Output (MT)	0.0017

5. Details related to waste management by the entity:

Parameter		Unit of measurement	FY26
Waste generated (in MT)			
i.	Plastic waste (A)	Metric Tonnes	269.83
ii.	E-waste (B)	Metric Tonnes	3.92
iii.	Bio-medical waste (C)	Metric Tonnes	2.66
iv.	Construction and demolition waste (D)	Metric Tonnes	0.00
v.	Battery waste (E)	Metric Tonnes	0.00
vi.	Radioactive waste (F)	Metric Tonnes	1.13
vii.	Other Hazardous waste. Please specify if any. (G) – (Process residue, spent solvent, off specification products, Date expired products, spent carbon, spent catalyst, Distillation residue,	Metric Tonnes	1,198.46

	discarded container, Process Sludge, Used Oil, Waste or Residue containing oil, spent liners, concentration & evaporation residues)		
viii.	Other non-hazardous waste generated (H). Please specify if any. (Break-up by composition i.e. by materials relevant to the sector) – (Aluminium waste, SS waste, MS waste, GI waste, GI with Puff waste, FRP waste, Paper Waste, Used Carton/ Corrugated Box, Glass waste, Wood Waste, Tissue-paper waste.)	Metric Tonnes	17,484.10
Total (A+B + C + D + E + F + G + H)		Metric Tonnes	18,960.10
Waste intensity per rupee of turnover (Total waste generated/Turnover in INR Crore)		Metric Tonnes/INR Crore	5.14
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in Metric Tonnes/Revenue from operations adjusted for PPP)		Metric Tonnes/USD Crore	104.53
Waste intensity in terms of physical output (Total waste generated in Metric Tonnes/Total production in Metric Tonnes)		Metric Tonnes/ physical output (MT)	0.0725
Waste recovered through recycling, re-using or other recovery operations (in MT) (Non-Hazardous Waste)			
Recycled		Metric Tonnes	177.58
Re-used		Metric Tonnes	0
Other recovery operations		Metric Tonnes	0
Total		Metric Tonnes	177.58
Waste disposed by nature of disposal method (in MT) (Non-Hazardous Waste)			
Incineration		Metric Tonnes	17,753.93
Landfilling		Metric Tonnes	0
Other disposal operations		Metric Tonnes	0
Total		Metric Tonnes	17,753.93
Waste recovered through recycling, re-using or other recovery operations (in MT) (Hazardous Waste)			
Recycled		Metric Tonnes	2.66
Re-used		Metric Tonnes	1024.83
Other recovery operations		Metric Tonnes	0
Total		Metric Tonnes	1027.49
Waste disposed by nature of disposal method (in MT) (Hazardous Waste)			
Incineration		Metric Tonnes	0.00
Landfilling		Metric Tonnes	0.00
Other disposal operations		Metric Tonnes	0.00
Total		Metric Tonnes	0.00

6. Employees other than permanent:

	FY26
Cost incurred on well-being measures as a % of total revenue of the company	0.45%

7. Details of safety-related incidents:

Safety Incident/Number	Category	FY26
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0
	Workers	1.054
Total recordable work-related injuries	Employees	0
	Workers	7
No. of fatalities	Employees	0
	Workers	0
High consequences for work-related injury or ill health (excluding fatalities)	Employees	0
	Workers	0

8. Gross wages paid to females as % of total wages paid by the Company:

	FY26
Gross wages paid to females as % of total wages	0.71%

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

	FY26
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0
Complaints on POSH as a % of female employees / workers	0
Complaints on POSH upheld	0

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

	FY26
Directly sourced from MSMEs/ small producers	2%
Directly from within India	68%

11. 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:

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

Location	FY26
Rural	64.44%
Semi-urban	0.00%
Urban	0.00%
Metropolitan	35.56%

12. Provide the following information relating to data breaches:
- Number of instances of data breaches along with impact - 0
- Percentage of data breaches involving personally identifiable information of customers – Not Applicable
- Impact, if any, of the data breaches – Not Applicable

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

	FY26
Number of days of accounts payable	29

14. Openness of business:

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

Parameter	Metrics	FY26
Concentration of Purchases	Purchases from trading houses as % of total purchases	NA
	Number of trading houses where purchases are made from	NA
	Purchases from top 10 trading houses as % of total purchases from trading houses	NA
Concentration of Sales	Sales to dealers/ distributors as % of total sales	NA
	Number of dealers/ distributors to whom sales are made	NA
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA
Share of RPTs in	Purchases with related parties as % of total purchases	0.03%
	Sales (Sales to related parties / Total Sales)	2.40%
	Loans & advances (Loans & advances given to related parties/Total loans & advances)	99.48%
	Investments (Investments in related parties/Total Investments made)	21.44%

Annexure II – BRSR Non-Core Indicators

Principles	Particulars	Essential Indicators (Non -Core)	Leadership Indicators
Section A	General Disclosures	Applicable disclosures	–
Section B	Management & Process Disclosures	Applicable disclosures	–
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	EI-1 to EI-7	–
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe.	EI-1 to EI-4	LI-4, LI-5
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.	EI-1(a), EI-1(b), EI-2 to EI-10, EI-12 to EI-15	–
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders.	EI-1 to EI-2	–
Principle 5	Businesses should respect and promote human rights.	EI-1, EI-2, EI-3(a), EI-4, EI-5, EI-6, EI-8 to EI-11	–
Principle 6	Businesses should respect and make efforts to protect and restore the environment.	EI-2, EI-5, EI-6, EI-8, EI-10 to EI-13	LI-1
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	EI-1, EI-2	–
Principle 8	Businesses should promote inclusive growth and equitable development.	EI-1 to EI-3	–
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner.	EI-1 to EI-6	–