August 31, 2026

BSE Limited	National Stock Exchange of India Limited
Corporate Relationship Department Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	**Listing Department** Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051
Scrip Code – 530517	**Symbol – RELAXO**

<u>Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2025-26</u>

Dear Madam / Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2025-26. The BRSR also forms an integral part of the Annual Report for the financial year 2025-26, submitted to the stock exchanges vide our letter dated August 31, 2026.

The same is for your information and records, please.

Thanking You,

For **Relaxo Footwears Limited**

ANKIT JAIN

Digitally signed by ANKIT JAIN
DN: c=IN, st=Uttar Pradesh,
2.5.4.20=4cad0d6e8b5c6e72b7e843c72462fb559b037d4253f0e22e381f589ec1aad647, postalCode=201301, street=Gautam Buddha Nagar, pseudonym=c496d1ab-b803-48c0-ab22-4b2326e596a1, serialNumber=37d26129a109a4905cae278f4d22c9c9985c3a0e4869ef13db6a605a4e3db875, o=Personal, cn=ANKIT JAIN
Date: 2026.08.31 13:54:55 +05'30'

Ankit Jain
Company Secretary & Compliance Officer

Encl.: as stated above

RELAXO FOOTWEARS LIMITED
Registered Office: Aggarwal City Square, Plot No. 10, Manglam Place, District Centre, Sector-3, Rohini, Delhi-110085. Phones: 46800 600, 46800 700
Fax: 46800 692 E-mail: rfl@relaxofootwear.com
CIN L74899DL1984PLC019097

Classification: Public

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A General disclosures

SECTION B Management and process disclosures

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

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

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

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

Principle 5 Businesses should respect and promote human rights

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

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

Principle 8 Businesses should promote inclusive growth and equitable development

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

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1984PLC019097
2.	Name of the Listed Entity	Relaxo Footwears Limited
3.	Year of Incorporation	1984
4.	Registered office address	Aggarwal City Square, Plot No.-10, Manglam Place, District Centre, Sector-3, Rohini, Delhi- 110085
5.	Corporate address	Aggarwal City Square, Plot No.-10, Manglam Place, District Centre, Sector-3, Rohini, Delhi- 110085
6.	E-mail	esgfeedback@relaxofootwear.com
7.	Telephone	011-46800600 / 46800700
8.	Website	www.relaxofootwear.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	₹24,89,38,586/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rajiv Kumar 011-46800600 / 46800729 esgfeedback@relaxofootwear.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).	Disclosures made in this report are on a standalone basis and pertain only to Relaxo Footwears Limited
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and Sale of Footwear	Relaxo Footwears Limited is a leading manufacturer of a diverse range of high-quality footwear articles. Our extensive product line is distributed and made available to customers through an extensive network of authorized distributors and retailers	99.61%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of footwear	1520	99.61

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	10*	1	11
2.	International	-	1	1

*"The number of plant count of 10 includes the company-owned warehouse situated in Lovakhurd."

19. Markets served by the entity:

a. Number of locations

S. No.	Locations	Number
1.	National (No. of States)	PAN India
2.	International (No. of Countries)	37

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

4.65%

c. A brief on types of customers

The Company is engaged in the manufacturing and sale of footwear products, catering to a diverse customer base across different age groups, genders, and market segments. Its products are made available through an extensive network of distributors and retailers. In addition, the Company connects directly with end consumers through its Exclusive Brand Outlets and e-commerce platforms, ensuring wider accessibility and market reach.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	2,550	2,466	97%	84	3%
2.	Other than permanent (E)	453	450	99.33%	3	0.67%
3.	**Total employees (D+E)**	**3,003**	**2,916**	**97.10%**	**87**	**2.89%**
	Workers					
4.	Permanent (F)	4,998	4,550	91%	448	9%
5.	Other than permanent (G)	12,575	9,279	73.79%	3,296	26.21%
6.	**Total workers (F+G)**	**17,573**	**13,829**	**78.69%**	**3,744**	**21.31%**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	12	12	100%	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	**Total Differently abled employees (D+E)**	**12**	**12**	**100%**	**-**	**-**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	8	8	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total Differently abled workers (F+G)**	**8**	**8**	**100%**	**-**	**-**

21. Participation/Inclusion/Representation of women:

Particulars	Total No. (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	1	10%
Key Management Personnel	6	-	-

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	19.83%	20.36%	19.84%	17.28%	14.46%	17.19%	12.59%	12.99%	12.62%
Permanent workers	22.87%	18.6%	22.48%	19.95%	10.19%	19.14%	15.52%	6.91%	14.84%

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

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

The Company does not have any holding, subsidiary, associate companies, or joint ventures during the Financial Year under review.

VI. CSR details

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

(ii) Turnover (in ₹) – 2,690.21 Crores

(iii) Net worth (in ₹) – 2,206.36 Crores

VII. Transparency and Disclosure 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	0	0	0	0	0	0
Investors (Other than Shareholders)	Yes	0	0	0	0	0	0
Shareholders	Yes	71	0	0	104	0	0
Employees and workers	Yes	72	0	0	154	0	0
Customers	Yes	2572	0	0	2595	0	0
Value Chain Partners	Yes	0	0	0	0	0	0
Other (please specify)	No	0	0	0	0	0	0

Web link for Grievance Redressal policies –

https://cdn.shopify.com/s/files/1/0673/0003/2740/files/grievance-redressal-policy-1688134044.pdf?v=1

Employees :

https://relaxofootwear.com/pages/investor-support (Shareholders)

Contact – Relaxo Footwears Limited (Customers)

Web link for Vigil Mechanism/Whistle Blower Policy :

https://cdn.shopify.com/s/files/1/0673/0003/2740/files/vigil-mechanism-policy-1725856876.pdf?v=17314

Web link for POSH Policy :

https://cdn.shopify.com/s/files/1/0673/0003/2740/files/posh-policy-march-2019-_1_-_1_-1607580841.pdf?v=1725434536

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

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

- Identification of key ESG topics: The Company identified relevant ESG topics through a combination of internal stakeholder interactions, industry benchmarking, sector trend analysis, and review of publicly available reports and secondary information sources. The identified topics were further evaluated based on their strategic significance to the business and alignment with recognized ESG frameworks and standards.

- Stakeholder engagement approach: The Company carried out a structured stakeholder engagement exercise to understand the expectations and priorities of key stakeholder groups. Inputs were obtained from external stakeholders such as customers, shareholders, and suppliers/vendors, as well as internal stakeholders including employees and management personnel. For stakeholder groups not directly covered through consultations, such as regulators, communities, and industry associations, relevant secondary research and publicly available information were considered.

- Collection and assessment of stakeholder inputs: Stakeholder inputs were gathered through online questionnaires and focused discussions to assess key ESG concerns, risks, and opportunities. The exercise helped in prioritizing material ESG topics relevant to the Company and its stakeholders.

- Review by management and governance bodies: The findings of the stakeholder engagement and materiality assessment exercise were shared with the management team, CSR & ESG Committee, and the Board for review and identification of priority ESG focus areas, considering business relevance, stakeholder expectations, and sustainable development priorities.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Scarcity and Pollution	Risk	Manufacturing facilities rely on the availability of adequate water resources for operations. Water-intensive processes and evolving regulatory requirements may pose risks related to water availability, regulatory compliance, and operational continuity.	Strengthen water stewardship through water conservation, wastewater recycling and reuse, upgradation of STPs/ETPs (including ultrafiltration technology where applicable), progressive implementation of Zero Liquid Discharge (ZLD) where technically feasible, real-time water monitoring and improvement in water-use efficiency.	Short-term investments in water infrastructure may increase costs; improved efficiency, compliance and operational resilience may create long-term value.
2	Carbon Emissions and Climate Change	Risk	Growing climate regulations, BRSR Core assurance requirements and physical climate risks increase exposure to regulatory, operational and transition risks.	Maintain Scope 1, Scope 2 and material Scope 3 GHG inventories; strengthen energy efficiency through LED lighting and energy-efficient motors; expand renewable energy adoption; transition to cleaner fuels (e.g., PNG), retrofit DG sets for hybrid operation, convert diesel vehicles to CNG/battery-operated vehicles where feasible, optimize logistics and undertake tree plantation initiatives to reduce operational GHG emissions.	Near-term investments may increase costs; reduced emissions, regulatory readiness and energy savings may improve long-term performance.
3	Waste Management	Risk	Manufacturing generates PU, EVA, PVC and packaging waste. Increasing regulatory focus on waste management and circularity creates compliance and operational risks.	Continue enhancing waste management through targeted reduction in PU waste, optimization of material utilization, increased recycling and resource recovery through authorized recyclers, and continuous improvement in circular resource management practices.	Investments in waste management may increase short-term costs; improved resource efficiency and reduced disposal costs may create long-term value.
		Opportunity	Existing waste reduction and recycling initiatives provide opportunities to improve material efficiency and circularity.	Not applicable.	Improved resource efficiency and recycling may reduce costs and strengthen ESG performance
4	Product Safety and Quality Assurance	Risk	Maintaining product quality and compliance is essential to customer trust, regulatory compliance and brand reputation amid expanding quality standards.	Strengthen testing, BIS compliance, supplier quality management and product performance monitoring.	Investments in testing and R&D may improve customer satisfaction, reduce recalls and strengthen brand value.
5	Community Engagement and Social Impact	Opportunity	The existing retailer ecosystem provides opportunities to expand inclusive livelihood initiatives through the Relaxo Parivaar platform.	Not applicable.	Improved retailer engagement may strengthen long-term market growth.

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)
6	Energy Management and Renewable Sources	Risk	Rising energy costs and regulatory requirements increase operating cost and compliance risks.	Strengthened energy management through increase in renewable energy consumption, along with LED lighting upgrades, installation of energy-efficient motors, continuous monitoring of energy implementation of energy efficiency initiatives across manufacturing operations.	Short-term investments may reduce long-term energy costs and improve resilience.
		Opportunity	Increase in renewable energy capacity from the previous year and efficiency initiatives provide opportunities to reduce costs and access sustainable finance.	Not applicable.	Lower energy costs and improved ESG performance may enhance long-term profitability.
7	Digital Transformation Technology Adoption & cyber security	Opportunity	Integrated digital platforms create opportunities to enhance operational efficiency, improve data visibility, and strengthen ESG performance. During the reporting year, the Company introduced the DocuSign initiative to streamline the secure signing, sending, and management of agreements electronically, enabling greater efficiency, accessibility, and paperless operations	Not applicable.	Digital investments may improve productivity, inventory optimization and business scalability.
		Risk	Expanding digital infrastructure increases exposure to cyber threats, data breaches and operational disruptions.	Implement Zero Trust architecture, MFA, SOC monitoring, periodic testing and DPDP compliance.	Cybersecurity investments reduce operational, legal and reputational risks.
8	Human Capital, Health & Safety	Risk	A large workforce across manufacturing operations requires continuous investment in safety, capability development and employee wellbeing to maintain productivity and compliance.	Strengthen ISO 45001 systems, safety training, employee development, engagement and wellbeing programs.	Investments in people and safety may improve productivity, retention and operational resilience.
		Opportunity	Employee capability building, leadership development and workplace culture provide opportunities to strengthen innovation and long-term organizational performance.	Not applicable.	Improved workforce capability and engagement support sustainable value creation.

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)
9	Ethical Business Conduct	Risk	Sustaining a strong culture of integrity, transparency and responsible decision-making is fundamental to long-term business resilience. As the Company's operations, digital ecosystem and stakeholder interactions continue to expand, any lapse in ethical conduct or governance practices could erode stakeholder trust, disrupt business continuity and expose the Company to legal, operational and reputational risks.	Foster an organization-wide culture of ethics through strong governance frameworks, leadership accountability, a robust Code of Conduct, periodic ethics and compliance training, effective whistle-blower mechanisms, conflict-of-interest management, and independent oversight to strengthen ethical decision-making across operations and the value chain.	Continued investment in ethical governance enhances stakeholder confidence, protects brand value, strengthens investor trust and business resilience, and reduces potential financial losses arising from fraud, misconduct, regulatory actions, litigation and reputational damage.
10	Responsible Value chain	Risk	Increasing stakeholder expectations require stronger supplier ESG management, traceability and responsible sourcing.	Strengthen supplier assessments, ESG integration, audits and supplier engagement.	Responsible sourcing investments improve resilience, product quality and business continuity.
		Opportunity	Established supplier relationships provide opportunities to enhance transparency, sustainability and long-term value creation.	Not applicable.	A stronger value chain may improve operational efficiency and stakeholder confidence.

Section B: Management and Process Disclosures

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes										
1.	(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	(b) Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
	(c) Web Link of the Policies, if available	https://relaxofootwear.com/pages/policies								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Code of Conduct, Anti-Bribery & Vigil Mechanism Policies extend to our Value Chain Partners.								
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.	• ISO 9001:2015 (Quality Management System) • ISO 14001:2015 (Environmental Management System)· • ISO 27001:2022 (Information Security Management Systems) • ISO 45001:2018 (Occupational Health and Safety Management System)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Relaxo is actively enhancing its sustainability efforts across various fronts: GHG Emissions: • **Climate Change & GHG Emissions:** Reduce GHG emissions through expanded renewable energy adoption, cleaner fuel transition (PNG), hybrid DG sets, cleaner mobility solutions, and tree plantation initiatives. • **Energy Efficiency:** Enhance energy performance through LED lighting, energy-efficient motor upgrades and continuous energy optimization. • **Waste Management:** Reduce PU waste and strengthen material efficiency, recycling and resource recovery. • **Water Stewardship:** Improve water-use efficiency through rainwater harvesting and advanced wastewater treatment technologies. • **Digital Transformation:** Expand paperless operations through DocuSign to reduce paper consumption, conserve natural resources, minimize waste and lower carbon emissions. • **Diversity & Inclusion:** Increase female workforce representation, ensure 100% human rights training coverage Relaxo and achieve a minimum of five training hours per employee annually.								
6.	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	**Climate Change & GHG Emissions:** expansion of renewable energy capacity through additional solar installations across manufacturing facilities, complemented by cleaner fuel transition, energy efficiency initiatives and tree plantation programs to support long-term decarbonization. **Energy Efficiency:** Continued implementation of LED lighting upgrades, energy-efficient motors and energy optimization initiatives across manufacturing operations, increased renewable energy adoption (renewable energy consumption increased by approximately 54 times compared to the previous year) **Waste Management:** Initiatives to reduce PU waste while improving material efficiency, recycling, and resource recovery across manufacturing operations. **Water Stewardship:** Implemented **Zero Liquid Discharge (ZLD)** at identified manufacturing facilities and is progressively expanding ZLD implementation across additional units. Continued rainwater harvesting and STP upgradation with ultrafiltration technology to enhance water-use efficiency. **Diversity & Inclusion:** Female workforce increased by **22%** during FY 2025–26, reflecting continued progress towards improving workforce diversity. **Digital Transformation:** Expanded adoption of DocuSign to strengthen paperless business processes, improve operational efficiency and reduce paper consumption. The environmental benefits achieved are summarized below.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

DocuSign Initiative		
Impact Metrics	**FY 2025-26**	**FY 2024-25**
Carbon emissions Reduced	7267 lb	4,871 lb
Water conserved	9116 gal	6,110 gal
Wood saved	3096 lb	2,075 lb
Waste eliminated	503 lb	337 lb

Governance, leadership, and oversight		
7.	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	As the Director overseeing the Business Responsibility Report, together with the ESG & CSR Committee head, we are committed to advancing the Company's Environmental, Social, and Governance (ESG) agenda. Our focus on energy efficiency, waste reduction, and climate action is supported by initiatives such as hybrid DG sets and the conversion of biomass-based boilers to PNG-based boilers. We continue to prioritize employee well-being through robust health, safety, and welfare measures, while strong Board oversight and governance practices ensure transparency, accountability, and ethical conduct. These efforts reflect our commitment to sustainable growth and long-term value creation for all stakeholders.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Managing Director is the highest authority responsible for overseeing the Company's Business Responsibility and Sustainability (BRSR) commitments. This includes providing strategic direction, ensuring the integration of ESG principles into business operations and decision-making, reviewing sustainability performance, and overseeing the effective implementation of Business Responsibility policies across the organization, with support from the senior management team.
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 Company has constituted a CSR & ESG Committee at the Board level for oversight and decision-making on sustainability-related matters. The Committee reviews and guides the Company's ESG and sustainability initiatives to ensure alignment with its business objectives and responsible business practices. Further, an execution-level ESG Committee comprising departmental heads supports the implementation, coordination, and monitoring of sustainability initiatives across various functions of the Company.

10. Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies and follow-up action	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies and follow up action	As part of standard procedure, the Company's Business Responsibility policies are reviewed periodically or as required by the Senior Leadership Team, including the Managing Director. During these reviews, the effectiveness of the policies is evaluated and necessary updates or corrective actions are undertaken to ensure alignment with regulatory requirements and industry practices.								
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company ensures compliance with applicable statutory requirements on an ongoing basis. A Statutory Compliance Certificate on applicable laws is periodically submitted by the Managing Director/Chief Financial Officer/Company Secretary to the Board of Directors. Any identified non-compliances are addressed through appropriate corrective actions.								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No, the company has not carried out an independent evaluation of its policies by any external agency but the Company conducts periodic internal reviews of its policies by the Senior Leadership Team and Board of Directors of the Company or its Committee(s) as may be applicable. These reviews ensure that policies remain current, effective, and aligned with the Company's objectives and regulatory requirements.								

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)	Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible manner. The Company is a member of various industrial and trade bodies and actively participates in these forums on issues and policy matters that impact the interests of our stakeholders. We prefer to be part of the broader policy development process and do not practice lobbying on any specific issue and hence do not feel such policy is necessary, given our way of doing business.								
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.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs 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	-	-	-
Key Managerial Personnel*	6	Human Rights, POSH, Environmental, Social, and Governance, Accountability and Ownership, Whistle Blower Policy Awareness Training, MDM, ISMS, Cyber Security & Data Privacy	50%
Employees other than BOD and KMPs	8	Environmental, Social, and Governance (ESG), Human Rights, POSH, Relaxo-Information Security Awareness-OHL, Relaxo-Code of Conduct-OHL, Cyber Security, Induction Training Day 1 - Human Rights, POSH, IT, COC, Whistle Blower Policy Awareness Training	100%
Workers	7	Code of Conduct, Human Rights Policy, POSH, EHS, 5S, IMS, Grievance Handling	100%

*We have only two Key Managerial Personnel (excluding the Whole-time Directors & Executive Director). Kindly refer to the Corporate Governance Report for details.

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

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

There were no instances of any material monetary or non-monetary fines, penalties, punishments, awards, compounding fees, or settlement amounts paid in proceedings involving the Company or its directors/KMPs with regulators, law enforcement agencies, or judicial institutions during the financial year 2025–26, based on the materiality criteria specified under Regulation 30 of SEBI (LODR) Regulations, 2015.

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

Not Applicable, as there were no instances of material monetary or non-monetary actions reported during the financial year, and therefore no appeals or revisions were preferred

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

The Company currently covers its Anti-bribery and Anti-Corruption policy as a part of its code of conduct. The document applies to all personnel who must adhere to the Company's ideals.

Link to the Company's code of conduct Policy:
https://cdn.shopify.com/s/files/1/0673/0003/2740/files/code-of-conduct-relaxo-1688134018.pdf?v=1725434544

The Company has an in-house monitoring process for whistleblower protection in addition to the Code of conduct. The policy empowers both internal and external stakeholders to file grievances, if any.

Link to the Company's Vigil Mechanism Policy:
https://cdn.shopify.com/s/files/1/0673/0003/2740/files/vigil-mechanism-policy-1725856876.pdf?v=1731406745

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

	FY (2025-26)	FY (2024-25)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	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	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

As there were no instances of fines, penalties, or actions taken by regulators/law enforcement agencies/judicial institutions in cases of corruption or conflict of interest during the financial year, no corrective actions were required or undertaken.

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	51	37

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	23	7.12
	b. Number of trading houses where purchases are made from	162	77
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	57	73
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	83	83
	b. Number of dealers/distributors to whom sales are made	707	685
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	11	10
Share of RPTs in	a. Purchase (Purchases with related parties/Total Purchases)**	1.54	Nil
	b. Sales (Sales to related parties/Total Sales)	0.001	0.001
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

*During the reporting year, the Company expanded its engagement with trading houses to strengthen sourcing flexibility, enhance procurement resilience, and support evolving business requirements. As a result, purchases through trading houses and the number of trading house partners increased. At the same time, procurement was distributed across a broader supplier base, resulting in a lower concentration of purchases from the top 10 trading houses.

**Input material and total purchases shall include all types of procurements, such as raw materials, spares and services, and shall exclude CAPEX procurement items

LEADERSHIP INDICATORS

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

The Company is committed to conducting its business in an ethical, fair, legally compliant, socially responsible, and environmentally conscious manner. This commitment extends to its value chain partners, who are encouraged to align with these principles.

All agreements, contracts, and purchase orders with business partners include provisions reflecting these expectations, ensuring a shared commitment to responsible business practices. In addition, the Company engages with its value chain partners through ongoing discussions and interactions to promote awareness of ethical conduct, legal compliance, social responsibility, and environmental considerations across the value chain.

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

Yes, the Company has a robust Code of Conduct specifically tailored for the Board of Directors and Senior Management Personnel. The Code is intended to maintain the high standards of transparency, business conduct ethics, corporate culture and the values. The Code will also act as a deterrent from unethical doings and to promote ethical values and is the manifestation of the Company's commitment to successful operation of the Company's business in the best interest of the shareholders, creditors, employees and other business associates. The code is in accordance with the regulatory requirements, and the Directors are obligated to disclose any interests or potential conflicts that may arise in the course of their duties. These disclosures are included in the Annual Disclosures submitted to the Board, fostering a culture of accountability and transparency. The Code of Conduct policy is regularly reviewed and updated to reflect evolving governance standards and best practices, reinforcing the Company's commitment to ethical conduct and corporate governance excellence.

The detailed Code of Conduct policy can be accessed through the link provided below:

https://cdn.shopify.com/s/files/1/0673/0003/2740/files/code-of-conduct-relaxo-1688134018.pdf?v=1725434544

Principle 2

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

ESSENTIAL INDICATORS

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

	FY (2025-26)	FY (2024-25)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
*Capex	12.21*		-

*Expenditure on solar installation (including AUC) in the plants.

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

Yes, The Company is dedicated to integrating sustainability practices across its inbound supply chain and remains committed to furthering these efforts. In line with this commitment, the Company prioritizes indigenous sourcing, utilizing locally available raw materials whenever feasible. This not only supports local economies but also reduces the environmental impact associated with transportation. By prioritizing indigenous sourcing, utilizing sustainable materials, and optimizing transportation logistics, the Company continues to enhance the sustainability profile of its supply chain while aligning with global environmental goals and best practices.

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

The Company currently does not track the percentage of inputs sourced sustainably. Mechanisms to assess and monitor this metric are being evaluated for future reporting.

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.**

As of the reporting period, the Company does not have a formal product take-back, reclamation, reuse, recycling, or end-of-life product management program. Accordingly, no specific mechanisms are in place to reclaim products after consumer use. While waste generated from operations is managed in compliance with applicable regulations, the Company currently does not undertake collection or processing of products at the end of their useful life . The Company continues to evaluate opportunities to strengthen circularity and end-of-life product management practices.

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. Extended Producer Responsibility (EPR) is applicable to the Company's activities. The Company is registered with the Central Pollution Control Board (CPCB) as a Brand Owner and Importer under the Plastic Waste Management Rules, 2016 (as amended). The Company has obtained the necessary registrations and has an approved EPR Action Plan under the applicable regulatory framework

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?**

The Company continues to evaluate the implementation of Life Cycle Perspective/Assessment (LCA) studies for its key products as part of its broader sustainability initiatives. Efforts are being undertaken to assess relevant product categories and associated environmental aspects for future implementation of LCA practices.

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.**

The Company remains committed to strengthening its sustainability practices and continues to evaluate environmental and social aspects associated with its products as part of its broader sustainability approach. Assessment of related impacts and mitigation measures may be considered progressively in line with evolving sustainability priorities and business requirements.

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)
Polymer, Pigments & Additives	15.5	2.5

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:**

The Company currently does not have a formal product take-back or reclamation mechanism for its products at end of life. However, the packaging materials used for the Company's products are recyclable in nature, and the Company encourages responsible disposal and recycling of such packaging materials by customers, wherever feasible.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

The Company currently does not have a formal mechanism for reclaiming products or packaging materials at the end of their useful life. Accordingly, the percentage of reclaimed footwear products and packaging materials as a proportion of products sold during the reporting period was Nil (0%).

Principle 3

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

ESSENTIAL INDICATORS

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2,466	2,466	100%	2,466	100%	NA	NA	2,466	100%	0	0
Female	84	84	100%	84	100%	84	100%	NA	NA	84	100%
Total	**2,550**	**2,550**	**100%**	**2,550**	**100%**	**84**	**3.29%**	**2,466**	**96.71%**	**84**	**3.29%**
Other than Permanent employees											
Male	450	450	100%	450	100%	NA	0	450	100%	0	0
Female	3	3	100%	3	100%	3	100%	NA	0	3	100%
Total	**453**	**453**	**100%**	**453**	**100%**	**3**	**0.66%**	**450**	**99.34%**	**3**	**0.66%**

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	4,550	4,550	100%	4,550	100%	NA	NA	4,550	100%	0	0
Female	448	448	100%	448	100%	448	100%	NA	NA	448	100%
Total	**4,998**	**4,998**	**100%**	**4,998**	**100%**	**448**	**9%**	**4,550**	**91%**	**448**	**9%**
Other than Permanent workers											
Male	9,279	9,279	100%	9,279	100%	NA	NA	9,279	100%	0	0
Female	3,296	3,296	100%	3,296	100%	3,296	100%	NA	NA	3,296	100
Total	**12,575**	**12,575**	**100%**	**12,575**	**100%**	**3,296**	**26.21%**	**9,279**	**73.79%**	**3,296**	**26.21%**

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

	FY (Current)	FY (Previous)
Cost incurred on well-being measures as a % of total revenue of the company	0.29	0.27

2. Details of retirement benefits, for Current FY 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 workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity*	100%	100%	NA*	100%	100%	NA*
ESI**	100%	100%	Yes	100%	100%	Yes
Others (please specify)	-	-	-	-	-	-

* The Company has a defined benefit gratuity plan and pays annual contribution to Life Insurance Corporation of India (LIC) through a Trust, namely Relaxo Footwears Limited Employees Group Gratuity Scheme.

** Employees who are not covered under the ESI component are provided separate Health Insurance Policy.

3. Accessibility of workplaces

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

Yes, the Company endeavors to provide an accessible and inclusive workplace environment for differently-abled employees in line with applicable accessibility requirements. Necessary accessibility support measures, including ramps/slopes and mobility assistance such as wheelchairs or walking aids, are made available at the Company's premises to facilitate ease of access and movement.

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 Opportunity Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016.
Link to the Company's :
https://cdn.shopify.com/s/files/1/0673/0003/2740/files/equal-opportunity-policy-1681896636.pdf?v=1725434540

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

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

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

		Yes/No (If yes, then give details of the mechanism in brief)
1	Permanent workers	The Company has established grievance redressal mechanisms for employees and workers to address workplace-related concerns and complaints in a fair, transparent, and confidential manner. Employees and workers may raise concerns through designated reporting and escalation channels, including HR and other internal mechanisms, which are reviewed and addressed in accordance with the Company's policies and procedures. Additionally, the Company has a Vigil Mechanism and Whistle Blower Policy in place to enable the reporting of concerns relating to unethical conduct, misconduct, or other serious violations. **Link to the policy:** https://cdn.shopify.com/s/files/1/0673/0003/2740/files/grievance-redressal-policy-1688134044.pdf?v=1 https://cdn.shopify.com/s/files/1/0673/0003/2740/files/vigil-mechanism-policy-1725856876.pdf?v=1731406745
2	Other than Permanent Workers	
3	Permanent Employees	
4	Other than Permanent Employees	

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

As of the reporting period, no employees or workers were members of any association(s) or union recognized by 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	2,916	2,916	100%	2,916	100%	2,904	2,904	100%	2,904	100%
Female	87	87	100%	87	100%	84	84	100%	84	100%
Total	**3,003**	**3,003**	**100%**	**3,003**	**100%**	**2,988**	**2,988**	**100%**	**2,988**	**100%**
Workers										
Male	13,829	13,829	100%	13,829	100%	13,939	13,939	100%	13,939	100%
Female	3,744	3,744	100%	3,744	100%	3,034	3,034	100%	3,034	100%
Total	**17,573**	**17,573**	**100%**	**17,573**	**100%**	**16,973**	**16,973**	**100%**	**16,973**	**100%**

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

Category	FY (2025-26)			FY (2024-25)		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	2,916	2,916	100%	2,904	2,904	100%
Female	87	87	100%	84	84	100%
Total	**3,003**	**3,003**	**100%**	**2,988**	**2,988**	**100%**
Workers						
Male	13,829	13,829	100%	13,939	13,939	100%
Female	3,744	3,744	100%	3,034	3,034	100%
Total	**17,573**	**17,573**	**100%**	**16,973**	**16,973**	**100%**

10. **Health and safety management system:**

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

Yes, the Company has implemented a robust Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001:2018, along with an Environmental Management System (EMS) in accordance with ISO 14001:2015, across all manufacturing units. These systems establish a comprehensive framework for the identification, assessment, and mitigation of occupational health, safety, and environmental risks. Through structured processes, regular audits, and continuous monitoring, the Company ensures adherence to statutory requirements and global best practices The Company remains committed to providing a safe, healthy, and environmentally responsible workplace by promoting a strong safety culture, enhancing employee awareness, and driving continuous improvement in EHS performance across all operations.

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 has established a structured process for identifying work-related hazards and assessing associated risks across its operations. The Hazard Identification and Risk Assessment (HIRA) methodology is applied to both routine and non-routine activities.

This process includes review of Material Safety Data Sheets (MSDS), machine manuals, and shop floor operations, along with analysis of past incident and injury records. Regular interaction with machine operators and personnel is also undertaken to identify potential hazards and implement appropriate risk control measures.

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

Yes, the Company has established multiple mechanisms for workers to report work-related hazards, including Safety Committee meetings, daily shop floor meetings, and regular interactions with plant supervisors during routine inspections.

Workers are encouraged to report unsafe conditions and are empowered to stop work and immediately inform their supervisor upon identifying any potential hazard, enabling them to remove themselves from such risks.

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

Yes, the Company provides access to non-occupational medical and healthcare services through periodic medical camps, consultations with qualified healthcare professionals (including online consultations), and health awareness initiatives. In addition, all employees and their nominated dependents are covered under medical insurance or the Employees' State Insurance (ESI) scheme.

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
	Workers	0.09	0.08
Total recordable work-related injuries	Employees	0	0
	Workers	3	4
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	2

*Including in the contract workforce

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

The Company has implemented a range of measures to ensure a safe and healthy workplace across its operations. These include adoption of 6S practices, installation of machine guarding systems, and deployment of modern machinery and technologies to enhance operational safety.

The Company also conducts regular safety training programs, maintains emergency preparedness and response plans, and promotes active participation and consultation with workers on health and safety matters. In addition, workplace environment monitoring and employee health monitoring are carried out, along with the use of environment-friendly processes and chemicals to support a safe and sustainable work environment.

13. 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
Working Conditions	0	0	-	105	0	-
Health & Safety	0	0	-	-	-	-

14. Assessments for the year:

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

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

The Company has identified all critical machinery across the group and implemented enhanced safety features to mitigate operational risks and horizontally deployed across the group, Key equipment covered includes Rotary Injection Machines, Mills, Refiners, Roll Calendars, Splitting Machines, and PVC Horizontal Machines.

Robust measures such as machine guarding, interlocks, Two Hand Push Button, Limit Switch and emergency stop switch have been standardized. These interventions have significantly reduced high-risk exposure and strengthened workplace safety.

The initiative reflects the Company's commitment to zero harm and proactive risk management. As a result, the potential for major accidents has been effectively minimized across the group

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 compensatory support in the event of death through Group Accident Insurance Policy and Group Term Life Insurance Policy for its employees and workers.

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

The Company's value chain partners come under the PF Act and ESI Act which makes them liable to deduct and deposit statutory dues. In addition to this, the service contract with the service provider also contains a necessary clause under 'payment terms' for necessary statutory payments like PF, ESI etc. by the service provider.

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	0	0	0	-
Workers	0	2	0	2

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)

No. The Company does not currently have a formal transition assistance program for employees retiring or separating from employment. However, as part of its employee-centric approach, the Company provides retirement-related guidance, knowledge transfer and support, wherever required, to facilitate a smooth transition on a case-by-case basis.

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

The Company has in place a Code of Conduct for Value Chain Partners. Accordingly, they are expected to provide a safe and healthy workplace for their employees and contractors. Value Chain Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities. However, no formal assessment of value chain partners against health and safety practices or working conditions was conducted during the reporting year.

		% of value chain partners (by value of business done with such partners) that were assessed
1	Health and safety practices	Nil
2	Working Conditions	

6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable

Principle 4

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

ESSENTIAL INDICATORS

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

The Company identifies its key stakeholder groups based on their influence on, and impact from, its business operations and decision-making processes. Both internal and external stakeholders are identified through regular business interactions, operational engagement, and assessment of their relevance to the Company's activities and value chain.

The key stakeholder groups identified by the Company include:

- Shareholders/Investors
- Suppliers
- Employees & Workers
- Distributors & Retailers
- Communities
- Government & Regulatory Authorities
- End Consumers.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	• Annual General Meeting • Investor Relations Web Page • Quarterly condensed financial statements • Annual Report • Investor conference calls • Television Interviews • Press Releases	Quarterly, Half yearly & Annually and as and when required	• Performance and value creation • Dividend Updates • Annual Reports • Intimation to Physical shareholders regarding Dispute Resolution Mechanism

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	• One-to-one meetings • Regular operational reviews	Continuous	• Long-term business relations and growth opportunities • Skill development support • Effective information dissemination, technical knowledge exchange and other collaborations
Employees & Workers	No	• E-mail • Intranet portal • Newsletters • Employee engagement activities and Surveys • Rewards and recognitions	Continuous	• Scope of learning and career development • Remuneration and benefits • Equal opportunities • Occupational health and safety • Wealth creation
Distributors & Retailers	No	• After-sales services • Relationship building activities • Sales Officer visits • Surveys and feedback sessions	Engagement sessions conducted periodically	• Fair and transparent terms and conditions • Steady business with long-term growth prospects • Communication of Schemes and benefits • Resolution of grievances and obtaining market feedback
Communities	Yes	• CSR initiatives • Volunteering initiatives	Continuous	• Responsible corporate citizenship • To develop the CSR project along with the community, according to the needs of the community
Government & Regulatory Authorities	No	• Disclosures and filings for compliance reporting • Meeting authorities for permissions/ approvals	Audits are conducted periodically/ monthly/ quarterly/ annually and on a need basis	• Compliance • Tax Payments • Policy Advocacy
End Consumers	No	• Engagement through website, social media, in-store promotions • Brand campaigns conducted regularly during festive seasons and sales promotions	Continuous	• Information on business offerings, discounts, and promotions. • Collection of feedback • Complaints and grievances resolution.

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 recognizes stakeholder engagement as an integral part of its sustainability approach and long-term business strategy. The Board of Directors provides oversight of the Company's ESG commitments and sustainability priorities, while responsibility for engaging with key internal and external stakeholders is delegated to relevant business functions. During the reporting year, the Company undertook a stakeholder engagement and materiality reassessment exercise, with the support of an experienced external agency, to identify and evaluate the ESG topics that are most relevant to the Company and its stakeholders. Feedback and insights gathered through these engagements were analyzed to develop the materiality matrix and identify the Company's key ESG focus areas. The outcomes of the stakeholder engagement and materiality assessment are presented to the Board of Directors, which, with guidance and oversight from the CSR & ESG Committee, periodically reviews the Company's CSR and sustainability initiatives and provides strategic direction to ensure alignment with its long-term business and sustainability objectives.

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 the policies and activities of the entity.**

Yes, The Company engages with its key stakeholders to support the identification and management of environmental and social topics. Inputs received through such engagements are considered during periodic reviews and are used to update relevant policies and guide the implementation of ESG initiatives and business practices, in line with evolving requirements.

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

Communities are identified as a key vulnerable stakeholder group. Through continuous engagement with local communities, government authorities and implementing partners, the Company identifies region-specific development needs and undertakes targeted CSR interventions. During FY 2025–26, the Company incurred a total CSR expenditure of ₹793.80 lakh on initiatives across education, healthcare and environmental conservation in Uttarakhand, Rajasthan, Haryana and Delhi, benefiting approximately 3.2 lakh people directly and indirectly.

Key initiatives undertaken during the year include:-

i. Parivartan Model School Project- Haridwar, Uttarakhand

ii. Remedial Education Project- Delhi

iii. Skill Development Project- Delhi

iv. Environment Conservation Initiatives:

   a. Water Conservation- Alwar, Rajasthan

   b. Plantation Drives – Alwar & Khairthal, Rajasthan and Jhajjar, Haryana

v. Nayan Avoidable Blindness Project- Khairthal, Rajasthan

vi. Mobile Health Unit – Comprehensive Healthcare Project – Khairthal, Rajasthan

Principle 5

Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. **Employees and workers who have been provided training on human rights issues and policy(ices) 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	2,550	2,550	100%	2,531	2,531	100%
Other than permanent	453	453	100%	457	457	100%
Total employees	**3,003**	**3,003**	**100%**	**2,988**	**2,988**	**100%**
Workers						
Permanent	4,998	4,998	100%	4,824	4,824	100%
Other than permanent	12,575	12,575	100%	12,149	12,149	100%
Total workers	**17,573**	**17,573**	**100%**	**16,973**	**16,973**	**100%**

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	2,466	20	0.81%	2,446	99.19%	2,447	13	0.53%	2,434	99.46%
Female	84	-	-	84	100%	84	-	-	84	100%
Other than permanent										
Male	450	324	72%	126	28%	457	14	3.06%	443	96.93%
Female	3	-	-	3	100%	-	-	-	-	-
Workers										
Permanent										
Male	4,550	231	5.08%	4,319	94.92%	4,409	389	8.82%	4,020	91.17%
Female	448	-	-	448	100%	415	3	0.72%	412	99.27%
Other than permanent										
Male	9,279	1,871	20.16 %	7,408	79.86 %	9,530	3,770	39.55%	5,760	60.44%
Female	3,296	830	25.18 %	2,466	74.82 %	2,619	663	25.31%	1,956	74.68%

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	1,55,66,000	1	16,70,000
Key Managerial Personnel (excluding Whole Time Director)	2*	1,15,97,500	0	-
Employees other than BoD and KMP	2,460	5,40,000	84	7,11,474
Workers	4,550	1,95,648	448	1,80,096

* During the period under review, Mr. Sushil Batra, Executive Director and Chief Financial Officer (CFO) of the Company relinquished the position of Chief Financial Officer (CFO) with effect from May 15, 2025. Pursuant to, Mr. Prince Jain was appointed as CFO with effect from May 16, 2025, and continued in office until March 11, 2026. Subsequently, Mr. Amit Roy was appointed as CFO of the Company with effect from April 1, 2026.

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

	FY (2025-26)	FY (2024-25)
Gross wages paid to females as % of total wages	5.85%	4.15%

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, The Human Resources (HR) function serves as the focal point for addressing human rights-related impacts, concerns and grievances across the Company's operations. The Company is committed to upholding human rights through its policies and practices, which promote dignity, equality, non-discrimination, fair treatment and compliance with applicable laws. These principles are embedded across the workforce and are extended to relevant business partners, suppliers and service providers, as applicable.

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

The Company has established grievance redressal mechanisms to address human rights-related concerns across its workforce. Employees are encouraged to initially raise concerns with their reporting manager, Plant P&A Head or HR Business Partner (HRBP) for informal resolution. Where concerns remain unresolved, they may be escalated through the formal grievance redressal process outlined in the Company's Grievance Redressal Policy. The mechanism provides a structured framework for reporting, escalation, investigation and resolution of grievances in a fair, transparent and timely manner.

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	Filed during the year	Pending resolution at the end of year
Sexual Harassment	1	Nil	1	Nil
Discrimination at workplace	-	-	-	-
Child Labour	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-
Wages	72	0	49	0
Other human rights-related issues	-	-	-	-

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

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

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

The Company is committed to maintaining a workplace that is free from discrimination, harassment, and retaliation, including sexual harassment, and follows a zero-tolerance approach towards such conduct.

The Company has established grievance redressal mechanisms and procedures to ensure that complaints are addressed in a fair, sensitive, and confidential manner. Investigations are conducted with due care and impartiality, while safeguarding the privacy, dignity, and well-being of all individuals involved.

In accordance with the Prevention of Sexual Harassment (POSH) Policy and other applicable internal policies, the Company provides protection to complainants against retaliation, victimization, or any adverse action arising from the reporting of concerns. Appropriate disciplinary action may be taken against individuals found guilty of misconduct, discrimination, harassment, or retaliatory behavior, as applicable.

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

Yes

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% Coverage- Assessment done internally
Forced Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others - Please specify	

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

No significant risks or concerns requiring major corrective action were identified through the assessments conducted during the reporting year. Any observations, where applicable, were addressed through the Company's established compliance and monitoring processes

LEADERSHIP INDICATORS

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

No modifications or introduction of business processes were required during the reporting year, as no human rights-related grievances or complaints were reported.

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

The Company undertakes internal assessments relating to human rights aspects across its operations. However, no independent third-party human rights due diligence assessment was conducted during the reporting year.

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 Company endeavors to provide accessible facilities for differently-abled visitors at its premises, in line with applicable accessibility requirements. Necessary accessibility support measures, such as ramps/slopes and mobility assistance including wheelchairs or walking aids, are made available to facilitate ease of access and movement.

4. Details on assessment of value chain partners:

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

*The Company has established a Code of Conduct for its Value Chain Partners, which outlines expectations relating to ethical business practices, human rights, workplace safety, and labor standards. Value Chain Partners are expected to treat employees with dignity and respect and maintain zero tolerance towards practices such as sexual harassment, workplace discrimination, child labor, forced labor, or involuntary labor. Further, Value Chain Partners are expected to provide safe, healthy, and humane working conditions for employees and contractors, and comply with applicable local and national laws and regulations relating to occupational health and safety, including maintaining necessary permits, licenses, and approvals.

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

Not Applicable

Principle 6

Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

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

Parameter	Unit	FY (2025-26)	FY (2024-25)
From renewable sources			
Total electricity consumption (A)	GJ	9,488.84	173.16
Total fuel consumption (B)	GJ	NA	NA
Energy consumption through other sources (C)	GJ	NA	NA
Total energy consumed from renewable sources (A+B+C)*	GJ	9,488.84	173.16
From non-renewable sources			
Total electricity consumption (D)	GJ	2,46,334.90	2,88,134.50
Total fuel consumption (E)	GJ	1,05,818.70	83,453.92
Energy consumption through other sources (F)	GJ	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	GJ	3,52,153.59	3,71,588.42
Total energy consumed (A+B+C+D+E+F)	GJ	3,61,642.44	3,71,761.58
Energy intensity per rupee of turnover (Total energy consumed / turnover in ₹ Crore)	GJ/ ₹ Crore	134.43	133.91
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / turnover in ₹ Crore adjusted for PPP)**	GJ/ (PPP) USD	2.699×10^3	2.683×10^3
Energy intensity in terms of physical output (per Crore Pairs)		21,223.15	22,020.84
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company-owned Lovakhurd warehouses. Corporate Office, Retail Shops and rented warehouses etc. are not included.

* Renewable electricity consumption increased significantly during FY 2025–26 due to the expansion of solar power infrastructure across manufacturing facilities, leading to improved utilization of renewable energy.

** Prior year revenue - based intensity metrics have been restated following a refinement in the methodology used for calculating PPP-adjusted revenue, to enhance consistency and comparability across reporting periods. Accordingly, comparative intensity values presented in this report have been updated.

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.

Independent Assessment has not been carried out by any external agency.

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 sites/facilities identified as designated consumers under the PAT Scheme.

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 kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	2,07,490.58	2,20,154.00
(iii) Third-party water*	1,04,830.70	1,11,094.70
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**3,12,321.28**	**3,31,249.00**
Total volume of water consumption (in kiloliters)	**2,39,462.74**	**2,50,240.54**

Parameter	FY (2025-26)	FY (2024-25)
Water intensity per rupee of turnover (Total water consumption / Turnover in ₹Crore) (in Kl/₹Crore)	89.01	90.13
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption / Turnover in ₹ Crore adjusted for PPP)	1.787×10^3	1.806×10^3
Water intensity in terms of physical output (per crore pairs)	14,052.98	14,822.69
Water intensity (optional) - the relevant metric may be selected by the entity		

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

* Previous year's figures have been regrouped/reclassified, to align with the current year's reporting methodology.

* * Prior year revenue - based intensity metrics have been restated following a refinement in the methodology used for calculating PPP-adjusted revenue, to enhance consistency and comparability across reporting periods. Accordingly, comparative intensity values presented in this report have been updated.

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

Independent Assessment has not been carried out by any external agency.

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 kilo-liters)		
(i) To Surface water		
- No treatment	-	-
- With Primary treatment	-	-
(ii) To Groundwater		
- No treatment	0	-
- With Primary treatment	68,833.41	74,481.00
(iii) To Seawater		
- No treatment	0	-
- With treatment – please specify the level of treatment	0	-
(iv) Sent to third-parties		
- No treatment	0	-
- With Primary treatment	4,025.15	6,527.16
(v) Others		
- No treatment	0	-
- With treatment – please specify the level of treatment	0	-
Total water discharged (in kilo-liters)	**72,858.56**	**81,008.16**

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company-owned Lovakhurd warehouses. Corporate Office, Retail Shops and rented warehouses etc. are not included.

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.

Independent Assessment has not been carried out by any external agency

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

Yes. During FY 2025-26, the Company installed and commissioned a Zero Liquid Discharge (ZLD) system at its RFL-9 manufacturing facility. The ZLD system enables treatment, recovery, and reuse of wastewater, thereby minimizing liquid discharge and strengthening water management practices. In addition, sewage wastewater generated across manufacturing facilities is treated through STPs, with treated water being utilized for gardening and flushing purposes.

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

Parameter	Please specify unit	FY (2025-26)	FY (2024-25)
NOx	Tonnes	6.011	18.812
SOx*	Tonnes	0.080	0.008
Particulate matter (PM)	Tonnes	0.547	0.352
Persistent organic pollutants (POP)		Not Measured	Not Measured
Volatile organic compounds (VOC)		Not Measured	Not Measured
Hazardous air pollutants (HAP)		Not Measured	Not Measured
Others - please specify			

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouses. Corporate Office, Retail Shops and rented warehouses etc. are not included

*The year-on-year variation in air emissions reflects the actual emissions recorded during the reporting period based on the Company's monitoring and emission estimation methodology.

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.

Independent assessment has not been carried out by any external agency.

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO2 equivalent (tCO2e)	5,753.45	11,272.48
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)**	Metric tonnes of CO2 equivalent (tCO2e)	48,582.71	58,187.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Turnover in ₹Crore)	tCO2e/₹ Crores	20.20	25.02
Total Scope 1 and Scope 2 emission intensity per adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ turnover in ₹ Crore adjusted for PPP)***	tCO2e/PPP USD	4.056×10^2	5.014×10^2
Total Scope 1 and Scope 2 emission intensity in terms of physical output (per crore pairs)	tCO2e/units in Crores	3,188.74	4,114.35
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouses. Corporate Office, Retail Shops and rented warehouses etc. are not included.

*The reduction in Scope 1 emissions is primarily attributable to the increased use of PNG in boilers, DG sets, and canteen operations, which contributed to a lower overall emission intensity from direct fuel combustion.

**The reduction in Scope 2 emissions was primarily driven by the increased use of renewable electricity during the reporting year, leading to lower indirect greenhouse gas emissions.

***Prior year revenue - based intensity metrics have been restated following a refinement in the methodology used for calculating PPP-adjusted revenue, to enhance consistency and comparability across reporting periods. Accordingly, comparative intensity values presented in this report have been updated

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

Independent assessment has not been carried out by any external agency.

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

Yes. The Company continues to reduce GHG emissions through renewable energy adoption, cleaner fuel transition and energy efficiency initiatives. It is evaluating the phased expansion of rooftop solar installations across high electricity-consuming manufacturing facilities and assessing increased use of Piped Natural Gas (PNG), where technically and commercially feasible, to further reduce operational GHG 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)	231.48	201.77
E-waste (B)	5.32	5.78
Bio-medical waste (C)	0.39	0.30
Construction and demolition waste (D)	-	-
Battery waste (E)	1.8	3.44
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	257.39	251.09
Other Non-hazardous waste generated (I). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) (H)	10,504.62	10,464.89
Total (A+B+C+D+E+F+G+H+I)	**11,001.00**	**10,927.27**
Waste intensity per rupee of turnover (Total waste generated/Turnover in ₹ Crore)	4.09	3.94*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/turnover in ₹ Crores adjusted for PPP)	82.11	78.88
Waste intensity in terms of physical output (per crore pairs)	645.60	698.33
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled**	1,689.23	1,667.654
(ii) Re-used**	9,046.875	8,931.346
(iii) Other recovery operations	-	-
Total	**10,736.10**	**10,599.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	-
(ii) Landfilling	0	-
(iii) Other disposal operations	264.90	328.27
Total	**264.90**	**328.27**

*The FY 2024-25 waste intensity has been recalculated based on the final reported data to ensure accuracy, consistency and year-on-year comparability.

**FY 2024-25 comparative figures have been restated to separately present recycled and re-used waste. The previous year's combined values have been apportioned using a consistent methodology for comparability.

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.

Independent assessment has not been carried out by any external agency.

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

The Company follows waste management practices such as waste minimization, segregation at source, recycling, and responsible disposal. It also undertakes initiatives to reduce single-use plastics and promote paperless operations. Authorized recyclers are engaged for the environmentally sound management of various waste streams, including e-waste. The Company also seeks to optimize the use of chemicals and, where feasible, adopts environmentally preferable alternatives.

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, specify details in the following format:

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

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

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

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

S. No.	Specify the law/regulation/guideline 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 courts	Corrective action taken, if any
Yes. The Company was in compliance with the applicable environmental laws, regulations, and guidelines during the reporting period. Accordingly, there were no instances of non-compliance requiring disclosure.				

LEADERSHIP INDICATORS

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

Not Applicable. Based on the Company's assessment, none of its operations are located in areas identified as water-stressed during the reporting period.

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

Parameter	Unit	FY (2025-26)	FY (2024-25)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Measured	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

3. With respect to the ecologically sensitive areas reported in Question 11 of Essential Indicators above, provide details of the 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 the outcome of such initiatives, as per the following format:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Replacement of old version of EVA injection machines with pre installed VFD's	-	Energy Conservation
2	Installation of Sue Moto insulation of PVC horizontal machine barrels	-	Energy Conservation
3	Switching from LPG to CNG	-	Transition of green fuel
4	Retro fitment of DGs to duel fuel mode	-	Transition of green fuel
5	Transitioned to Servo Motors instead conventional motors	-	Energy Conservation
6	Installation of ZLD	-	Emission Reduction

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

Yes. The Company recognizes the importance of business continuity and operational resilience and has established processes and controls to support the continuity of critical business functions during unforeseen events and disruptions. These include risk identification, incident escalation mechanisms, and response measures aimed at minimizing operational disruptions.

As part of its broader risk management framework, the Company periodically assesses key operational and technology-related risks and implements appropriate mitigation measures. The Company is also certified to ISO 27001:2022 for its Information Security Management System, which supports the protection of information assets and sensitive data through risk-based controls and continual improvement practices.

Further, cybersecurity awareness programs, defined reporting and escalation procedures, and oversight by the Risk Management Committee strengthen the Company's preparedness and response capabilities.

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.**

The Company has not undertaken a specific assessment to identify significant adverse environmental impacts arising from its value chain during the financial year. Accordingly, no mitigation or adaptation measures have been identified in this regard.

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

0.

The Company has not undertaken an assessment of its value chain partners for environmental impacts during the financial year.

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

   a. **By the listed entity**

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

None

Principle 7

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

ESSENTIAL INDICATORS

1. a. **Number of affiliations with trade and industry chambers/associations:** 17

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	PHD Chamber of Commerce	National
2.	CIFI (Confederation of Indian Footwear Industries)	National
3.	CFLA (Council for Footwear Leather and Accessories)	National
4.	All India Rubber Association	National
5.	Development Council For Footwear & Leather Industry	National
6.	Federation of Exporters Organization (FIEO)	National
7.	All India Federation of Plastic Industries- (Delhi)	State
8.	Bahadurgarh Chamber of Commerce & Industries	State
9.	Footwear Park Association- HSIIDC - (Bahadurgarh)	State
10.	Bahadurgarh Footwear Development Services Pvt. Ltd.	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 the case	Corrective action taken
As there were no adverse orders relating to anti-competitive conduct during the financial year, and therefore no corrective actions were required or undertaken.		

LEADERSHIP INDICATORS

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

   Not Applicable, The Company did not directly advocate any specific public policy positions during the reporting period. However, it may engage with relevant industry associations and forums to stay informed on matters affecting the footwear and manufacturing sector, in compliance with applicable laws and regulations

Principle 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

   The requirement for Social Impact Assessments (SIA) did not arise during the financial year, as no applicable projects were undertaken. The Company continues to monitor regulatory provisions and will conduct SIAs, where applicable.

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

   Not Applicable. The Company's operations and expansion activities have not resulted in the displacement of any communities or livelihoods. Accordingly, no Rehabilitation and Resettlement (R&R) activities were required or undertaken.

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

   The Company engages with community stakeholders to understand and resolve their concerns. A structured grievance redressal mechanism for community stakeholders is a place where community members can raise their concerns through multiple channels, including e-mail and the toll-free number available on the Company's website.

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

Category of waste	FY (2025-26) (In %)	FY (2024-25) (In %)
Directly sourced from MSMEs/ small producers	50%	43.54%
Directly from within India	75%	74.55%

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	1%	1.56%
Semi-urban	0	0.34%
Urban	52%	48.80%
Metropolitan	47%	49.31%

The reporting boundary for the above table includes employees and workers as disclosed in Section A – IV (20). Personnel engaged indirectly, such as the salesforce, are outside the scope of this disclosure

LEADERSHIP INDICATORS

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

   Not Applicable. As no Social Impact Assessments (SIA) were conducted during the financial year under review, no negative social impacts requiring mitigation were identified. Accordingly, no mitigation actions were required or undertaken.

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 ₹)
1.	Uttarakhand	Haridwar	3.996 Crore

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

   No

   b. **From which marginalized /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:**

   Not Applicable, as the Company does not own or acquire any intellectual property based on traditional knowledge during the financial year.

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

   Not Applicable, as there were no adverse orders in intellectual property-related disputes involving the use of traditional knowledge during the financial year

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Parivartan Model School Project	1,43,957	75%
2.	Mobile Health Unit	66,769	90%
3.	Nayan- Avoidable Blindness	76,937	90%
4.	Remedial Education	2,568	100%
5.	Skill Development	606	100%
6.	Env. Cons. Water	29,047	70%

Principle 9

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

ESSENTIAL INDICATORS

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

   The Company has established multiple channels for receiving and addressing consumer complaints and feedback, including online service requests, a dedicated toll-free number, email support, and Exclusive Brand Outlets (EBOs). These mechanisms enable customers to conveniently share their concerns, queries, and feedback regarding the Company's products and services.

   An internal team regularly monitors and manages these communication channels to ensure timely resolution of complaints and effective response to customer feedback, thereby supporting continuous improvement in customer experience and satisfaction.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Relevant environmental and social information, as applicable, is provided on the packaging/product box of Relaxo products in line with regulatory and compliance requirements.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY (2025-26)			FY (2024-25)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive trade practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Others (please specify)	2,572	0	-	2,595	0	-

4. **Details of instances of product recalls on accounts of safety issues:**

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
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 to the policy.**

   Yes, The Company has established a framework to manage cyber security and data privacy risks, supported by its information security policies and procedures. The Company is ISO 27001:2013 certified and conducts periodic audits to ensure the effectiveness of its information security controls.

   Cyber security and data privacy risks are also integrated into the Company's Risk Management Framework, with appropriate mitigation measures in place.

   The Data Privacy Policy is available at : Policy for Data privacy

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

   Not Applicable

   There were no instances during the financial year requiring corrective action in relation to advertising, delivery of essential services, cyber security and data privacy, product recalls, or regulatory actions on product/service safety

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 a web link, if available).**

   Information on the products and services of the entity can be accessed on the Company's Website.
   Link to the website – Relaxo website Link

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

   The Company provides relevant product information and usage guidance, where applicable, through product labels, packaging, and product-related communications. For certain products, care and usage instructions are provided to assist consumers in the appropriate use, handling, and maintenance of products, thereby supporting responsible product usage and product longevity.

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

   Not applicable

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

   The Company displays the necessary information on the product which is mandatory as per applicable Laws. The Company takes periodic surveys to identify its performance as well as assess customer satisfaction.