REPRO
CONTENT AGGREGATION
TO EFFECTIVE DISSEMINATION

July 10, 2026

To,

BSE Limited
P. J. Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 532687

National Stock Exchange of India Limited
Exchange Plaza,
Bandra- Kurla Complex,
Bandra, Mumbai - 400 051
Symbol: REPRO

Dear Sir/Madam,

Sub: Business Responsibility & Sustainability Report ("BRSR") for the Financial Year 2025-2026

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility & Sustainability Report ("BRSR"), which forms an integral part of the Company's 33rd Annual Report.

The BRSR for the Financial Year 2025-26 is also available on the website of the Company at www.reproindialtd.com.

This is for your information and record.

Thanking you,

Yours faithfully,
For **Repro India Limited**

Almina Banu Abubakar Shaikh

Digitally signed by Almina Banu Abubakar Shaikh
DN: c=IN, o=Personal, postalCode=400060, st=Maharashtra, serialNumber=f3a5d0f483ef040c4e719ecee c2b52d2b5fc32235decafc482d537f960ef14 5a, cn=Almina Banu Abubakar Shaikh
Date: 2026.07.10 19:32:42 +05'30'

Almina Shaikh
Company Secretary & Compliance Officer

Encl: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L22200MH1993PLC071431
2.	**Name of the Listed Entity**	Repro India Limited
3.	**Date of incorporation**	01st April, 1993
4.	**Registered office address**	11th Floor, Sun Paradise Business Plaza, B Wing, Senapati Bapat Marg, Lower Parel, Mumbai-400 013
5.	**Corporate Address**	11th Floor, Sun Paradise Business Plaza, B Wing, Senapati Bapat Marg, Lower Parel, Mumbai-400 013
6.	**E-mail Id**	investor@reproindialtd.com
7.	**Telephone**	+91-022-71914000
8.	**Website**	www.reproindialtd.com
9.	**Financial Year for which reporting is being done**	April 01, 2025 to March 31, 2026
10.	**Name of the Stock Exchange(s) where shares are listed**	(a) BSE Limited (BSE) (b) The National Stock Exchange of India Limited (NSE)
11.	**Paid-up Capital (in ₹)**	14,34,53,380
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Name – Almina Shaikh Designation - Company Secretary and Compliance Officer Email: investor@reproindialtd.com Telephone: +91-022-71914000
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)**	The disclosures under this report are made on Standalone basis for Repro India Limited.
14.	**Name of assurance provider**	The Company has not obtained external assurance for the disclosures contained in this BRSR for FY 2025-26.
15.	**Type of assurance obtained**	Not Applicable

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Printing and reproduction of recorded media	Printing, manufacturing and allied print solutions for books, educational content , publishers and other commercial print products	100%

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

Sr. No.	Product/Service	NIC Code*	% of total Turnover contributed
1.	Printing and manufacturing of books, educational content, periodicals, brochure.s and other print products.	18112	100%

*As per National Industrial Classification - Ministry of Statistics and Programme Implementation.

III. Operations

Repro India Limited is one of India's leading book manufacturing companies, providing print and allied solutions primarily to educational, academic and publishing customers. The Company operates manufacturing facilities across multiple locations in India and serves customers in domestic and international markets.

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

Location	Number of Plants	Number of offices	Total
National	4	2	6
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
Union Territories	8
International (No. of Countries)	10

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

(₹ in Lakhs)

Particulars	Revenue	Export	% of total Turnover
Consolidated	49,398	3,973	8%
Standalone	23,255	3,973	17%

c. A brief on types of customers:

The Company caters to its customers through different segments:

Publisher Segment: The Company provides printing, manufacturing and allied print solutions to domestic and international publishers across educational, academic, professional and general publishing categories.

Retail Segment: The Company reaches end customers through various online and offline distribution channels, including e-commerce platforms and channel partners, facilitating wider access to printed books and educational content.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
			EMPLOYEES			
1.	Permanent (D)	258	246	95%	12	5%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total Employees (D + E)**	**258**	**246**	**95%**	**12**	**5%**
			WORKERS			
4.	Permanent (F)	87	87	100%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total Employees (F +G)**	**87**	**87**	**100%**	**0**	**0**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled Employees (D + E)**	**0**	**0**	**0**	**0**	**0**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total differently able Employees (F +G)**	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel*	2	1	50%

*For the purpose of this disclosure, Key Managerial Personnel (KMP) includes the Chief Financial Officer and Company Secretary. The Managing Director has been considered under the Board of Directors category.

22. Turnover rate for permanent employees and workers:
(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in Previous FY)			FY 2023-2024 (Turnover rate in the year prior to the Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	2%	15%	8%	13%	21%	8%	0%	8%
Permanent Workers	6%	0%	6%	8%	0	8%	5%	0%	5%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Repro Books Limited	Subsidiary Company	100%	No
2.	Repro DMCC (Dissolved on July 06, 2026)	Subsidiary Company	100%	No
3.	Repro Books Inc.	Step-down Subsidiary	Indirectly 100%	No

Repro Books Inc. was incorporated on March 5, 2026 as a wholly-owned subsidiary of Repro Books Limited and consequently became a step-down subsidiary of Repro India Limited, the entity had not commenced commercial operations as on March 31, 2026.

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)-** The Company did not have a CSR obligation for FY 2025-26 since the average net profit computed in accordance with Section 135(5) of the Companies Act, 2013 was negative.

(ii) **Turnover:** ₹ 23,255 lakhs

(iii) **Net worth:** ₹ 33,850 lakhs

VII. Transparency and Disclosures Compliances

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

<table>
<tr><th rowspan="2">Stakeholder group from whom complaint is received</th><th>Grievance Redressal Mechanism in Place (Yes/No)</th><th colspan="3">FY 2025-2026
Current Financial Year</th><th colspan="3">FY 2024-2025
Previous Financial Year</th></tr>
<tr><th>(If Yes, then provide web-link for grievance redress policy)</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th></tr>
<tr><td>Communities</td><td rowspan="7">The Company has established appropriate stakeholder grievance redressal mechanisms. Details are available on the Company's website under the Investors section.
https://www.reproindialtd.com/investors/overview</td><td>Nil</td><td>Nil</td><td>-</td><td>Nil</td><td>Nil</td><td>-</td></tr>
<tr><td>Investors (other than shareholders)</td><td>Nil</td><td>Nil</td><td>-</td><td>Nil</td><td>Nil</td><td>-</td></tr>
<tr><td>Shareholders</td><td colspan="6">For details on investor complaints received and resolved, refer to the 'Investor complaints' available in the Corporate Governance report of this Annual Report.</td></tr>
<tr><td>Employees and workers</td><td colspan="6" rowspan="4">None</td></tr>
<tr><td>Customers</td></tr>
<tr><td>Value Chain Partners</td></tr>
<tr><td>Other (Please specify)</td></tr>
</table>

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

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

Sr. 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.	Cyber security and data privacy	Risk	Increasing digitalisation of business processes exposes the Company to risks relating to cyber-attacks, data breaches, system disruptions and loss of confidential information.	The Company has implemented information security controls including firewalls, endpoint protection, periodic vulnerability assessments, data backup mechanisms, access controls and employee awareness programmes. Cyber security measures are reviewed periodically and strengthened based on emerging threat scenarios.	Negative: Cyber incidents may result in business interruption, regulatory exposure, reputational damage, loss of customer confidence and additional remediation costs.
2.	Innovation and Digital Transformation	Opportunity	Adoption of digital technologies enables the Company to improve operational efficiency, enhance customer experience and expand market reach.	The Company continues to invest in technology-driven solutions and digital platforms to strengthen customer engagement and improve service delivery.	Positive: Improved operational efficiencies, enhanced customer satisfaction, increased business opportunities and sustainable revenue growth.
3.	Sustainable Products and Responsible Sourcing	Opportunity	Growing stakeholder preference for environmentally responsible products presents an opportunity to promote FSC-certified and sustainably sourced paper products.	The Company encourages the use of certified paper and supports environmentally responsible sourcing practices across its value chain.	Positive: Strengthens brand reputation, enhances customer preference and supports long-term sustainable business growth.

Sr. 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)
4.	Human Capital Management	Risk	The ability to attract, develop and retain skilled talent is critical for operational excellence, business continuity and future growth.	The Company focuses on employee engagement, capability development, performance management, workplace safety, equal opportunity practices and competitive compensation structures. Appropriate policies including Human Rights and POSH policies are implemented across the organisation.	Negative: Inability to attract or retain talent may impact productivity, increase recruitment and training costs and adversely affect business performance.
5.	Regulatory Compliance and Corporate Governance	Opportunity	Strong governance practices and regulatory compliance enhance stakeholder confidence and support sustainable business operations.	The Company has established compliance monitoring mechanisms, internal controls and governance frameworks to ensure adherence to applicable laws and regulations.	Positive: Reduced regulatory risks, avoidance of penalties, improved stakeholder trust and long-term value creation.
6.	Occupational Health and Safety	Risk and Opportunity	Ensuring a safe and healthy workplace is essential, particularly in manufacturing operations involving machinery and industrial processes.	The Company maintains health and safety protocols, conducts regular safety awareness programmes and continuously reviews workplace safety measures across its facilities.	Positive: Improved employee well-being, productivity and operational efficiency. Negative: Workplace incidents may result in operational disruption, financial liabilities and reputational impact.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management process									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.reproindialtd.com/investors/overview								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	N	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted and maintains the following certifications and standards: • **ISO 9001:2015** – Quality Management System • **ISO 27001:2013** – Information Security Management System • **FSC® Chain of Custody Certification** – Responsible sourcing and traceability of forest-based products The surveillance and recertification audits conducted during FY 2025-26 were completed successfully without any major non-conformities.								

<table>
<tr><th>Disclosure Questions</th><th>P 1</th><th>P 2</th><th>P 3</th><th>P 4</th><th>P 5</th><th>P 6</th><th>P 7</th><th>P 8</th><th>P 9</th></tr>
<tr><td colspan="10">Policy and Management process</td></tr>
<tr><td>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</td><td colspan="9">The Company continues to focus on:
• Strengthening its digital and technology-enabled business model.
• Enhancing customer reach through online and e-commerce channels.
• Improving operational efficiency through process automation and data-driven decision making.
• Promoting responsible sourcing and sustainable printing practices.
• Strengthening information security and data protection frameworks.</td></tr>
<tr><td>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</td><td colspan="9">During FY 2025-26, the Company continued to strengthen its digital capabilities and customer engagement initiatives. The first phase of its data analytics platform was operationalised and efforts were undertaken to improve technology integration, customer reach and operational efficiency. The Company continues to evaluate opportunities for further enhancement of its digital ecosystem.</td></tr>
<tr><td colspan="10">Governance, Leadership and Oversight</td></tr>
<tr><td>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).</td><td colspan="9">Repro India Limited remains committed to conducting its business responsibly and sustainably while creating long-term value for all stakeholders. The Company continues to strengthen its governance framework, information security practices, employee welfare initiatives and responsible sourcing mechanisms. We remain focused on integrating environmental, social and governance considerations into our business processes while pursuing sustainable growth and operational excellence.</td></tr>
</table>

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management process									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Mukesh Dhruve (DIN: 00081424), Executive Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									Annually								

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

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes on any of the principles during the financial year	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The Board of Directors and Key Managerial Personnel were periodically apprised on matters relating to business strategy, operational performance, industry developments, economic outlook, governance practices, risk management, regulatory updates, sustainability initiatives, information security, cyber security, and their statutory roles and responsibilities. These sessions enable informed decision-making and strengthen governance oversight.	100%

Segment	Total number of training and awareness programmes on any of the principles during the financial year	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	4	The Board of Directors and Key Managerial Personnel were periodically apprised on matters relating to business strategy, operational performance, industry developments, economic outlook, governance practices, risk management, regulatory updates, sustainability initiatives, information security, cyber security, and their statutory roles and responsibilities. These sessions enable informed decision-making and strengthen governance oversight.	100%
Employees other than BoD and KMPs	6	Employees participated in training programmes covering Prevention of Sexual Harassment (POSH), Information Security Management System (ISMS), Forest Stewardship Council (FSC®) requirements, Code of Conduct, behavioural development, fire and safety awareness, and functional skill enhancement programmes.	100%

Segment	Total number of training and awareness programmes on any of the principles during the financial year	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	65	Workers underwent regular training on operational excellence, workplace safety, behavioural practices, information security awareness, quality standards, machine handling and skill enhancement initiatives conducted by senior management and functional experts.	94%

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):**

During FY 2025-26, neither the Company nor any of its Directors or Key Managerial Personnel were subject to any monetary or non-monetary penalties, fines, settlements, compounding fees, imprisonment or punishment imposed by any regulatory, enforcement or judicial authority in relation to business conduct, corruption, anti-competitive behaviour or other material regulatory matters.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None				
Settlement	None				
Compounding fee					

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None				
Punishment					

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:** Not Applicable

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

   The Company has adopted an Anti-Bribery and Anti-Corruption Policy which reinforces its commitment to conducting business ethically, transparently and in compliance with applicable laws. The policy prohibits offering, giving, soliciting or accepting bribes or any improper advantage and applies to Directors, employees and persons acting on behalf of the Company. The Company follows a zero-tolerance approach towards bribery and corruption and has established reporting mechanisms to address any suspected violations. The policy can be assessed at https://investor.reproindialtd.com/pdf/2020-2021/AntiBriberyandAntiCorruption_18032021.pdf

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

   No disciplinary action relating to bribery or corruption was initiated or taken against any Director, Key Managerial Personnel, employee or worker during FY 2025-26.

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

   No complaints relating to conflict of interest involving Directors or Key Managerial Personnel were received during FY 2025-26.

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 zero cases of corruption or conflicts of interest were recorded during the reporting period.

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Number of days of accounts payables	52 days	38 days

The increase in accounts payable days during FY 2025-26 was primarily attributable to changes in procurement cycles, supplier credit terms and working capital management initiatives during the year.

Leadership Indicators

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

No formal awareness programmes on NGRBC principles were conducted specifically for value chain partners during FY 2025-26.

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

Yes. The Company has established governance mechanisms to identify, disclose and manage actual or potential conflicts of interest involving Directors and senior management personnel. The Code of Conduct requires periodic disclosures of interests and mandates recusal from discussions or decisions where a conflict may arise. Related Party Transactions are reviewed by the Audit Committee and approved in accordance with applicable statutory and regulatory requirements.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)-** Yes, Repro has procedures in place for sustainable sourcing. These procedures include evaluating suppliers against environmental and ethical standards, promoting responsible procurement practices, and periodically reviewing sourcing processes to ensure alignment with sustainability objectives.

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

   Yes. The Company follows sustainable sourcing practices for its key raw materials. During FY 2025-26, 100% of the paper procured was sourced either from FSC®-certified suppliers or suppliers compliant with Repro's FSC® Chain of Custody requirements.

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.**

   Process:

   (a) Packaging material: Packaging waste, including plastic and corrugated packaging material, is segregated at source, collected and disposed of through authorised recyclers for recycling or responsible disposal.

   (b) E-waste: E-waste generation during the reporting period was insignificant. Any e-waste generated is disposed of through authorised recyclers.

   (c) Paper Waste: Paper waste generated during manufacturing operations is segregated and sold to authorised paper recyclers and paper mills for recycling.

   (d) Hazardous Waste: Waste ink, used containers and other hazardous waste generated during operations are collected, stored and disposed of through authorised agencies in compliance with applicable environmental regulations.

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.**

   Notwithstanding the above, the Company is evaluating registration requirements for packaging-related EPR obligations and has initiated necessary actions at its Surat manufacturing facility.

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?**

   Given the business operation of the Repro India Limited, there are no products or services offered by the entity that qualify for Life Cycle Perspective/ Assesments (LCA).

NIC Code	Name of Product/ Service	%of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

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

Name of Product/ Service	Description of the risk/concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Recycled paper procured as a percentage of total paper consumed	34%	28%

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

Not Applicable. The Company does not operate a formal product take-back or product reclamation programme. Waste generated during manufacturing operations is managed through authorised recyclers and disposal agencies.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	246	246	100%	246	100%	0	0%	0	0%	246	100%
Female	12	12	100%	12	100%	12	100%	0	0%	12%	100%
Total	**258**	**258**	**100%**	**258**	**100%**	**12**	**5%**	**0**	**0%**	**258**	**100%**
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	87	87	100%	87	100%	0	0%	0	0%	87	100%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**87**	**87**	**100%**	**87**	**100%**	**0**	**0%**	**0**	**0%**	**87**	**100%**
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Current Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.18%	0.14%

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

Benefits	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	95%	100%	Y	95%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9%	18%	Y	11%	22%	Y
Others please specify	0	0	0	0	0	0

3. Accessibility of workplaces

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

The Company is committed to providing an inclusive and accessible workplace in line with the Rights of Persons with Disabilities Act, 2016. While the Company did not have any differently abled employees during the reporting period, appropriate measures and reasonable accommodations will be provided as and when required.

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 provides equal employment opportunities without any discrimination or harassment based on race, colour, national origin, religion, gender, age, disability, citizenship, marital status, sexual orientation, military status, or any other characteristic. This is embedded in Code of Conduct & Ethics. The policy is available on our website at https://investor.reproindialtd.com/pdf/2018-2019/Ethical%20Code%20of%20Conduct%20Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	No employee or worker availed parental leave during FY 2025-26. Accordingly, return-to-work and retention rates are not applicable.			
Female				
Total				

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers and Employees	Yes, the Company encourages employees and workers to share their concerns with their reporting heads and HR. The Group has implemented a Whistleblower Policy and Vigil Mechanism for reporting grievances across various matters. Under the Prevention of Sexual Harassment Policy, Internal Committee panels are established to promptly address any incidents related to sexual harassment.
Other than Permanent Worker and Employees	Not Applicable

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

   The employees of the Company are not a part of any employee associations or unions.

8. **Details of training given to employees and workers:**

Category	FY2025-2026 (Current Financial Year)					FY2024-2025 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	246	246	100%	240	98%	260	260	100%	256	98%
Female	12	12	100%	10	83%	16	16	100%	14	88%
Total	**258**	**258**	**100%**	**250**	**97%**	**276**	**276**	**100%**	**270**	**98%**
Workers										
Male	87	87	100%	87	100%	93	93	100%	93	100%
Female	0	0	0	0	0	0	0	0	0	0
Total	**87**	**87**	**100%**	**87**	**100%**	**93**	**93**	**100%**	**93**	**100%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	246	236	96%	260	251	97%
Female	12	11	0	16	15	94%
Total	**258**	**247**	**96%**	**276**	**266**	**96%**
Workers						
Male	87	87	100%	93	92	99%
Female	0	0	0	0	0	0
Total	**87**	**87**	**100%**	**93**	**92**	**99%**

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

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

    Yes, the Company has a well-defined safety process in place for all its employees to prevent any accidental hazards in its offices. The processes are communicated to all the employees on a periodic basis.

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

Work-related hazards are identified through periodic safety inspections, internal audits, incident reporting mechanisms, equipment maintenance reviews, workplace observations and employee feedback. Risks are assessed and mitigation measures are implemented on an ongoing basis.

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

Yes. Employees and workers are encouraged to immediately report unsafe conditions, near misses and workplace hazards to their supervisors, plant heads, HR department or safety personnel. Necessary corrective actions are undertaken promptly.

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

Yes, all employees of the Company have been covered under Accident Insurance. The Company provides complete support to its employees in cases of non-occupational medical emergencies.

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

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

The Company places great emphasis on the safety and well-being of all its employees and strives to provide a safe work environment to all. All the employees are mandated to participate in Mock Drill trainings for Fire Safety and Flood/Earthquake.

Evacuation on a periodic basis as a part of routine safety measures. In order to prevent unauthorised access to the office premises for the safety of employees, biometric scans and electromagnetic locks are placed on the main entrances to the premises. All office floors are well-equipped with CCTV cameras and other security systems. Furthermore, the Company ensures that all the security personnel are regularly trained on fire and flood/earthquake evacuation.

At manufacturing facilities, periodic safety inspections, machine guarding checks, fire safety audits, preventive maintenance, emergency preparedness drills and employee safety training programmes are conducted regularly.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. **Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of locations covered through internal / external audits
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.**

Based on periodic assessments, corrective actions relating to workplace safety, infrastructure maintenance, housekeeping, emergency preparedness, equipment upkeep and employee welfare are undertaken on an ongoing basis. No material health and safety concerns were identified during the reporting period.

Leadership Indicators

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

The Company provides its employees and workers with life and personal accident cover in addition to medical insurance.

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

The Company ensures that applicable taxes and statutory dues are appropriately deducted and deposited by the value chain partners in accordance with the laws and regulations. Challans and proof of deductions are submitted on a regular basis. This is reviewed as a part of the internal and statutory audit.

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

Not Applicable

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

5. Details on assessment of value chain partners:

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

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:

Any individual, group or institution that can influence, is influenced by, or has an interest in the Company’s operations, products, services or performance is considered a stakeholder. The Company identifies and prioritises stakeholders based on the nature of their relationship with the business, the extent of their influence on business operations and the impact of the Company’s activities on them.

The key stakeholder groups identified by the Company include employees, Board of Directors, shareholders, investors, customers, suppliers, regulatory authorities and government bodies. Stakeholder identification and engagement is an ongoing process that enables the Company to understand stakeholder expectations and incorporate relevant feedback into its business decisions and sustainability initiatives.

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
Employees and Workers	No	Emails, HRMS Portal, Website, Employee feedback survey, Regular conduct of induction, Training etc.	Ongoing / As required	To foster a safe, inclusive and engaging workplace, support employee development, address grievances, enhance employee well-being and maintain effective communication across the organisation.
Shareholders/ Investors	No	Email, Newspaper advertisement, Website, Intimation to stock exchanges, Annual General Meeting, Investor Grievances Channels	Annually / Half-Yearly / Quarterly / Ongoing / As required	To provide timely, accurate and transparent information regarding the Company's performance, strategy, governance and regulatory developments, while addressing investor queries and grievances.

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
Custumers	No	Email, SMS, others etc.	Regularly	To understand customer requirements, improve service quality, ensure timely delivery, strengthen customer satisfaction and build long-term business relationships.
Suppliers	No	Emails, Meetings, Phone call, Regular feedbacks	Regularly/ Ongoing / As required	To ensure reliable procurement, maintain quality standards, encourage responsible sourcing practices, assess supplier performance and foster long-term mutually beneficial relationships
Regulatory Authorities	No	Regulatory filings, meetings, emails, stock exchange intimations and statutory submissions	Ongoing / As required	To ensure compliance with applicable laws, regulations and listing requirements, obtain necessary approvals, facilitate inspections and maintain transparent communication with regulatory authorities.

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
Government Bodies	No	Applications, statutory filings, correspondence, emails and industry interactions	Ongoing / As required	To obtain licenses, registrations and approvals, comply with statutory requirements.

PRINCIPLE 5 : Businesses should respect and promote human rights
Essential Indicators

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	258	258	100%	276	276	100%
Other than permanent	0	0	0	0	0	0
Total Employees	**258**	**258**	**100%**	**276**	**276**	**100%**
Workers						
Permanent	87	87	100%	93	93	100%
Other than permanent	0	0	0	0	0	0
Total Workers	**87**	**87**	**100%**	**93**	**93**	**100%**

2. Details of minimum wages paid to employees, 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	**258**	**0**	**0%**	**258**	**100%**	**276**	**0**	**0%**	**276**	**100%**
Male	246	0	0%	246	100%	260	0	0	260	100%
Female	12	0	0%	12	100%	16	0	0%	16	100%
Other than Permanent	**0**	**0**	**0%**	**0**	**0%**	**0**	**0**	**0%**	**0**	**0%**
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0 %
Workers										
Permanent	**87**	**0**	**0%**	**87**	**100%**	**93**	**0**	**0%**	**93**	**100%**
Male	87	0	0%	87	100%	93	0	0%	93	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	**0**	**0**	**0%**	**0**	**0%**	**0**	**0**	**0%**	**0**	**0%**
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

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)	4	₹60.40 Lakhs	0	NA
Key Managerial Personnel	1	₹50.20 Lakhs	1	₹22.97 Lakhs
Employees other than BoD and KMP	245	₹4.30 Lakhs	11	₹8.78 Lakhs
Workers	87	₹3.79 Lakhs	0	NA

b. Median remuneration / wages:

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	7%	8%

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 Company has a Human Rights Policy and the Human Resources Department acts as the focal point for addressing human rights related concerns, complaints and grievances. The policy is available on the Company's website at https://investor.reproindialtd.com/pdf/2018-2019/Human%20Rights%20policy.pdf

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

The Company has implemented the Code of Conduct, which outlines ethical business practices. The Code of Conduct for Directors and Senior Management provides guidance to maintain accountability, integrity, and the highest standards of corporate governance, while the Vigil Mechanism, which includes a Whistle Blower Policy, provides a framework for responsible and secure reporting concerns relating to unethical behaviour, actual or suspected fraud, or violation of human rights to directors, employees, customers and all stakeholders. All the employees are required to report any suspected or actual breaches of the Code, Company policies, or the law. The complaint is then taken up with the respective decision maker and the resolution is tracked to closure under supervision of the Corporate HR.

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

	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

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

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

The Company demonstrates zero tolerance to all forms of harassment at workplace, including sexual harassment at the workplace, and considers all such actions as unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. As part of the policy, the complainant will not suffer any harassment, retaliation or adverse employment condition upon this reporting. The policy is made aware to all employees through regular training and awareness on the subject and confidentiality clauses are clearly stated. Committees are constituted to conduct enquiries into the complaints of sexual harassment and to recommend appropriate action, wherever required.

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

   Yes. Human rights related expectations are embedded through compliance with applicable laws, ethical business conduct requirements, anti-discrimination principles and workplace practices incorporated in various business agreements and supplier engagements.

10. **Assessments for the year:**

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

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

    Not Applicable

Leadership Indicators

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

   There have been no significant human rights grievances / complaints warranting modification / introduction of business processes.

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

   The Company has not undertaken a formal standalone human rights due diligence assessment during the reporting period. Human rights considerations are addressed through existing policies, employee awareness programmes, POSH compliance, grievance redressal mechanisms, labour law compliance reviews and periodic internal assessments.

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?

The Company continues to evaluate and enhance accessibility requirements across its offices and manufacturing locations in line with the provisions of the Rights of Persons with Disabilities Act, 2016. Reasonable accommodation is provided, wherever required, and accessibility considerations are incorporated into infrastructure development and facility improvement initiatives

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

The Company has not undertaken a formal assessment of value chain partners on these parameters during the reporting period

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year) (MJ)	FY 2024-25 (Previous Financial Year) (MJ)
Total electricity consumption (A)	2884903.20	0
Total fuel consumption (B)	0	0

Parameter	FY 2025-26 (Current Financial Year) (MJ)	FY 2024-25 (Previous Financial Year) (MJ)
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	**2884903.20**	**0**
From non-renewable sources		
Total electricity consumption (D)	18625050.00	14750303.40
Total fuel consumption (E)	6460101.20	1239417.70
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**25085151.20**	**15989721.10**
Total energy consumed (A+B+C+D+E+F)	**27970054.40**	**15989721.10**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.12	0.07
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Not Applicable	
Energy intensity in terms of physical output		
Energy intensity *(optional)* – the relevant metric may be selected by the entity		

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

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

No. The Company does not have any sites or facilities identified as Designated Consumers under the PAT Scheme.

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

The Company water consumption is limited to drinking water and sanitisation. However, the Company undertakes multiple initiatives to save this resource wherever possible. Since the Company operates out of leased premises and owing to the nature of business, there is no ground or surface water withdrawal.

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	3974	3650
(iii) Third party water	24704	27247
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**28678**	**30897**
Total volume of water consumption (in kilolitres)	**28678**	**30897**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000123	0.0000195
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity *(optional)* – the relevant metric may be selected by the entity	-	-

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

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

The Company does not generate significant industrial effluent requiring implementation of a Zero Liquid Discharge (ZLD) system. Accordingly, ZLD is presently not applicable to its operations.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	μg/m3	64.9	70.2
SOx	μg/m3	35.2	34.7
Particulate matter (PM)	μg/m3	169.5	166.4
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others–please specify	-	0	0

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

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	65.06	74.39
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	1613.61	2057.73
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000007218	0.0000008244
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted	-	-	-

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No.

7. **Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details:**

The Company does not currently have any dedicated project specifically aimed at reducing greenhouse gas emissions. However, the Company is dedicated to reducing its overall emissions resulting from operations. To achieve this goal, the Company continuously evaluates how its operations affect the environment, identifies key factors that contribute to its impact. One of the key ways the Company achieves this is by ensuring low electricity consumption through a variety of energy-saving measures and the Company adopted one of the measures i.e. Installation of Sky Light Roof Sheet to reduce electricity consumption during day time and using LED lighting.

By periodically assessing the overall effect on the natural environment, identifying primary factors that contribute to its impact, and developing successful carbon reduction initiatives, the Company continuously aims to achieve deeper decarbonisation.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5.5	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	**14.13**	**20.11**
Ink contaminated Solution	1.6	1.7
Trade Effluent	7.5	8
Discarded Containers	4.65	10.41
Contaminated Cotton Rags	0	0
Spent Oil	0.38	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	**3054.60**	**3059.30**
Mild Scrap	50	6
Paper Scrap	2979	3041
Wooden Scrap	25.60	12.30
Total (A + B + C + D + E + F + G + H)	**3079.71**	**3085.21**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000001322	0.0000011908
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not Applicable	
Waste intensity in terms of physical output		
Waste intensity *(optional)* – the relevant metric may be selected by the entity		

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled Plastic Waste	5.5	5.8
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**5.5**	**5.8**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	7.5	8
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	**7.5**	**8**

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

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

The Company follows the principles of reduce, reuse and recycle for effective waste management across its manufacturing facilities and offices.

Hazardous waste generated during operations is segregated, collected, stored and disposed of through authorised recyclers and waste management agencies in accordance with applicable environmental regulations. Non-hazardous waste, including paper, plastic and wooden scrap, is segregated and sent for recycling through approved vendors.

The Company continuously evaluates opportunities to optimise the consumption of inks, chemicals and other consumables used in the printing process and promotes the adoption of environmentally responsible materials wherever feasible.

Further, the Company encourages digitalisation of internal processes and has implemented several paperless initiatives at its corporate office to reduce paper consumption.

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

Sr. 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. None of the Company's manufacturing facilities or offices are located in or around ecologically sensitive areas requiring specific environmental clearances under the categories specified above.			

11. 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
No project requiring Environmental Impact Assessment under applicable laws was undertaken by the Company during FY 2025-26.					

12. 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:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable - No instances of environmental non-compliance were reported during FY 2025-26.				

The Company is in compliance with all applicable environmental laws, regulations and statutory requirements.

Leadership Indicators

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste Recycling and Resource Recovery	The Company segregates non-hazardous waste such as paper scrap, plastic waste and wooden scrap at source and channels the same to authorised recyclers for recovery and reuse.	Reduction in waste sent for disposal, improved resource recovery and support for circular economy practices.
2.	Hazardous Waste Management	Hazardous waste generated during operations is collected, stored, transported and disposed of through authorised waste management agencies in accordance with applicable environmental regulations.	Environmentally sound disposal of hazardous waste and mitigation of environmental risks arising from operational activities.
3.	Energy Conservation Initiatives	The Company has implemented energy efficiency measures such as installation of LED lighting and skylight roof sheets to optimise electricity consumption.	Reduction in electricity consumption and improvement in operational energy efficiency.

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

   The Company has established operational and information technology controls to ensure business continuity and minimise disruptions arising from unforeseen events. These include periodic data backup procedures, information security controls, fire and safety measures, emergency response mechanisms and insurance coverage for key assets. The Company continues to strengthen its risk management and business continuity framework in line with evolving business requirements.

3. **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.**

   Based on the Company's assessment, no significant adverse environmental impacts arising from its value chain were identified during the reporting period. The Company continues to promote responsible sourcing practices, including procurement of FSC® certified paper and engagement with suppliers on sustainability-related expectations wherever applicable.

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

   No formal environmental assessment of value chain partners was undertaken during FY 2025-26.

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.**

   The Company is affliated with 4 (four) trade and industry chambers/ associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Chemicals and Allied Products Export Promotion Council (CAPEXIL)	National
2.	Federation of Indian Export Organisations (FIEO)	National
3.	Export Promotion Council for EOUs & SEZs (EPCES)	National
4.	Services Export Promotion Council	National

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

   Not Applicable, as no issues relating to anti-competitive conduct were identified and no adverse orders were passed by any regulatory authority during FY 2025-26.

Leadership Indicators

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

Sr. No.	Public Policy advocated	Method resorted for such advocay	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web link, if available
	FSC Standard: FSC-STD-40-003; FSC-STD-40-004	Outside Audit	Yes	Annually	www.fsc.org

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company has established stakeholder grievance redressal mechanisms to address concerns raised by various stakeholder groups, including local communities. Grievances, if any, may be communicated through the Company's designated communication channels and are reviewed by the relevant functional department for appropriate resolution. The Company endeavours to address such grievances in a fair, transparent and timely manner.

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

	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	8.09%	7.58%
Source directly from within district and neihghbouring districts	0	0

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 2025-2026	FY 2024-2025
Rural	21.00%	19.08%
Semi-Urban	40.60%	39.02%
Urban	7.39%	8.44%
Metropolitan	31.01%	33.46%

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

Leadership Indicators

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

Not Applicable

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

The provisions relating to Corporate Social Responsibility (CSR) under Section 135 of the Companies Act, 2013 were not applicable to the Company during the year. However, certain manufacturing locations voluntarily undertook community welfare initiatives, including distribution of educational materials, support to underprivileged children and water conservation activities, as part of the Company’s commitment towards community development.

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

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved :**
   Not Applicable

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Voluntary support to Touch Foundation, Kasara through distribution of educational materials, clothing, food grains, sweets and stationery for underprivileged children.	60+	100%
2	Career guidance and counselling sessions for children residing at Balgram, Kasara.	60+	100%
3	Employee-led ‘Shramadan’ initiative for creation of water harvesting structures to address seasonal water scarcity.	80+	100%

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:**

   Customer complaints and feedback are primarily received through e-mail and other designated customer communication channels. All complaints are reviewed and escalated to the appropriate functional team for investigation and resolution. The Company endeavours to acknowledge and respond to customer complaints in a timely manner, generally within two business days, and implements corrective actions wherever necessary to improve customer experience and service quality.

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

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

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

	FY 2025-2026 (Current Financial Year)		Remarks	FY 2024-2025 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	4	0	-	6	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

   Not Applicable

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

   Detailed internal information security policies and procedures have been implemented across the organisation; however, these are confidential in nature and are therefore not available in the public domain.

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:**

   During the reporting period, there were no incidents relating to advertising, delivery of essential services, cyber security, customer data privacy, product recalls or regulatory actions requiring corrective action.

Leadership Indicators

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

   The information relating to the Company's products and services is available on the Company's website at www.reproindialtd.com. The Company also disseminates information through appropriate digital platforms and social media channels, wherever relevant.

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

   The Company's print-on-demand solutions are designed to minimise raw material consumption, reduce inventory-related wastage and prevent obsolescence of finished goods. Customers are encouraged to adopt sustainable printing solutions, including the use of FSC®-certified paper wherever applicable. Tamper-evident packaging is used to facilitate safe delivery of products, and any transit-related issues are monitored and addressed through appropriate corrective actions.

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

   Customers are informed in advance through e-mail regarding any anticipated disruption, delay or discontinuation of services arising from operational or contractual reasons. Appropriate communication is maintained to minimise customer impact, and services are continued or discontinued based on mutual agreement.

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).**

   Not Applicable. The Company primarily provides customised printing and print-on-demand solutions and does not manufacture or market standard consumer products requiring additional product labelling beyond applicable legal requirements.

   Yes. The Company periodically conducts customer satisfaction surveys through its Quality Assurance team using structured feedback mechanisms. The feedback received is analysed by the management and forms an integral part of the Company's continuous improvement initiatives relating to product quality, service delivery and customer experience.

5. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches along-with impact.**

      None

   b. **Percentage of data breaches involving personally identifiable information of customers.**

      None