



RISHABH

RISHABH INSTRUMENTS LIMITED

July 09, 2026

To,
National Stock Exchange of India
Limited, Exchange Plaza, Plot No. C/1,
G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai – 400051
NSE Symbol: RISHABH

To,
BSE Limited,
Phiroze Jeejeebhoy Towers,
21st Floor, Dalal Street, Mumbai –
400001
BSE Scrip Code: 543977

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

In compliance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26.

Kindly take the same on your records.

For Rishabh Instruments Limited

Ajinkya Joglekar
Company Secretary and Compliance Officer
ICSI Membership No.: A57272



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31100MH1982PLC028406
2	Name of the Listed Entity	Rishabh Instruments Limited
3	Year of incorporation	1982
4	Registered office address	A-54, MIDC, Opp MIDC Bus Depot, Andheri (East), Mumbai- 400093, Maharashtra, India
5	Corporate address	F-31, MIDC Satpur, Nasik-422007, Maharashtra, India
6	E-mail	cs@rishabh.co.in
7	Telephone	02532202183
8	Website	https://rishabh.co.in/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited
11	Paid-up Capital (in ₹ Million)	385.52
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. Ajinkya Joglekar (Contact No.: 02532202183; Email ID: cs@rishabh.co.in)
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

II. Products/services

14. 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	<p>The Company offers a diverse portfolio of products across the following categories:</p> <p>Electrical Automation Devices: Transducers, Isolators, and Temperature Controllers.</p> <p>Metering, Control, and Protection Devices: Analogue Panel Meters, Rotary Cam Switches, Current Transformers, Shunts, Digital Panel Meters, Multi-function Meters, Power Quality Meters, Power Factor Controllers, Protection Relays, and Power Supplies.</p> <p>Portable Test and Measuring Instruments: Digital Multimeters, Digital Clamp Meters, Insulation Testers, Earth Testers, and other testing and measurement solutions.</p> <p>These products cater to a wide range of industrial, commercial, and utility applications, supporting reliable measurement, monitoring, control, and protection of electrical systems.</p>	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of other electrical equipment.	27,900	100%

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	2	8	10
International	0	0	0

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

Locations	Number
National (No. of States)	6
International (No. of Countries)	0

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

51%

c. A brief on types of customers

Manufacturers and traders of electrical Instruments.

IV. Employees**18. Details as at the end of Financial Year: 2025-26****a. Employees and workers (including differently abled):**

EMPLOYEES						
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	432	382	88.43	50	11.57
2.	Other than Permanent (E)	10	7	70.00	3	30.00
3.	Total employees (D + E)	442	389	88.01	53	11.99
WORKERS						
4.	Permanent (F)	131	30	22.90	101	77.10
5.	Other than Permanent (G)	158	103	65.19	55	34.81
6.	Total workers (F + G)	289	133	46.02	156	53.98

b. Differently abled Employees and workers:

DIFFERENTLY ABLED EMPLOYEES						
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	2	2	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	2	2	100	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 abled workers (F + G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	0	0.00%

20. Turnover rate for permanent employees & workers (Disclose trends for the past 3 years)

FY-2025-26 (Turnover rate in current FY)						
	No. of persons who have left the employment of the entity in the FY2025-26			Average no. of persons employed in the category		
	Male	Female	Total	Male	Female	Total
Permanent Employees	53	9	62	384	49	433
Permanent Workers	0	5	5	30.5	101.5	132

FY-2024 -25 (Turnover rate in previous FY)						
	No. of persons who have left the employment of the entity in the FY2024-25			Average no. of persons employed in the category		
	Male	Female	Total	Male	Female	Total
Permanent Employees	55	3	58	354	41	395
Permanent Workers	2	3	5	97.5	32	129.5

FY-2023-24 (Turnover rate in the year prior to the previous FY)						
	No. of persons who have left the employment of the entity in the FY2023-24			Average no. of persons employed in the category		
	Male	Female	Total	Male	Female	Total
Permanent Employees	56	7	63	328	34.5	362.5
Permanent Workers	1	2	3	33.5	96.5	130

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Energysolution Labs Private Limited	Subsidiary	99.58	No
2	Dhruv Enterprises Limited	Subsidiary	100	No
3	Sifam Tinsley Instrumentation Inc., the US	Subsidiary	100	No
4	Sifam Tinsley Instrumentation Limited, the UK	Subsidiary of Dhruv Enterprises Limited	50.10	No
5	Lumel Alucast Sp. z.o.o	Subsidiary of Dhruv Enterprises Limited	100	No
6	Lumel S.A., Poland	Subsidiary of Dhruv Enterprises Limited	100	No
7	Shanghai VA Instruments Co. Limited, China	Subsidiary	100	No
8	MICROSYS, spol. s r.o.	Subsidiary of Lumel S.A.	100	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes
- (ii) Turnover (in ₹ Million): 2,676.17
- (iii) Net worth (in ₹ Million): 4596.35

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY2025-26 Current Financial Year			FY2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes	0	0	Nil	0	0	Nil
Shareholders	Yes	0	0	Nil	0	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil
Customers	Yes	0	0	Nil	0	0	Nil
Value Chain Partners	Yes	0	0	Nil	0	0	Nil
Other (please specify)	Yes	0	0	Nil	0	0	Nil

Web Link : <https://rishabh.co.in/governance-policies>

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

S. No.	Material issue identified	Indicate whether risk or opportunity (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	Electronic and Waste Management	Risk	Improper e-waste can cause legal, reputational, and environmental damage.	Tie-up with Authority-approved vendors & RoHS Initiatives.	Negative - Safety investments; Positive - Reduced downtime, enhanced productivity.
2	Energy Efficiency	Both R & O	As growing customer, High Electricity consumption in manufacturing.	Installation of solar roof tops, Energy efficient illumination.	Positive - Long-term Operating expense reduction.
3	Workforce Skill Development and Retention	Opportunity	Need for skilled employees to support tech advancement.	Technical training, college partnerships, retention incentives.	Positive - Increased productivity, reduced attrition, long-term workforce stability.
4	Product Innovation for Energy Efficiency	Opportunity	Market demand for sustainable, low-power instruments is increasing.	R&D in energy-efficient design.	Positive - Premium pricing, increased market share, improved brand value.
5	Community Engagement and CSR	Opportunity	Strong community relations support stable operations and local goodwill.	Skill-building & Livelihood programs, Education & Health initiatives, employee volunteering.	Positive - Enhances brand reputation.

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
1 (a). Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
1 (b). Has the policy been approved by the Board? (Yes/No)					Yes				
1 (c). Web Link of the Policies, if available	The Corporate policies of the Company can be viewed at the Weblink: https://rishabh.co.in/governance-policies								
2. Whether the entity has translated the policy into procedures. (Yes/No)					Yes				
3. Do the enlisted policies extend to your value chain partner? (Yes/No)					No				
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The company, supports, adopts and complies with multiple domestic and international standards, as relevant. Some key certifications are listed below:</p> <ol style="list-style-type: none"> 1. ISO 9001:2015 2. NABL Accreditation 3. CE, ROHS, and UKCA, among others. 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We currently do not have formally mandated targets, commitments, or defined evaluation mechanisms for all policies. However, established procedures and monitoring mechanisms are in place to track and assess key parameters relevant to the effective implementation and performance of these policies.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	We track key parameters related to our policies and maintain records to facilitate continuous learning, improvement, and development, thereby supporting the ongoing enhancement and effectiveness of our policies.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>As Directors committed to advancing our Company's sustainability vision, we are pleased to present this year's Business Responsibility and Sustainability Report (BRSR), reflecting our continued dedication to integrating Environmental, Social, and Governance (ESG) principles into our business strategy and operations.</p> <p>Building upon the strong foundation established in previous years, we have continued to strengthen our sustainability journey by embedding responsible business practices across various facets of our operations. Through innovation, strategic collaboration, and a forward-looking approach, we have taken meaningful steps toward addressing key ESG priorities and creating long-term value for stakeholders.</p> <p>During the year, we continued our efforts toward enhancing sustainability initiatives, strengthening responsible operational practices, and fostering meaningful engagement with our stakeholders and communities. These initiatives demonstrate our ongoing commitment and reinforce our vision of achieving sustainable, inclusive, and responsible growth.</p> <p>As we move forward, we recognize that sustainability is a continuous journey of progress and improvement. With renewed commitment and a clear roadmap, we remain focused on setting higher standards, embracing emerging opportunities, and driving sustainable transformation within our industry while creating lasting value for society and the environment.</p>								
8. Details of the highest authority responsible for implementation and oversight	Board of Directors								
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	Policies, wherever applicable, have been duly approved by the Board of Directors, Board Committees, or Senior Management of the Company. These policies are periodically reviewed across all relevant aspects, including compliance with applicable statutory and regulatory requirements, in accordance with the review frequency specified in the respective policies or as necessitated by business or regulatory requirements, whichever is earlier. Necessary revisions and updates are incorporated to ensure continued relevance, effectiveness, and alignment with evolving business and regulatory expectations.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has established appropriate procedures and mechanisms to ensure compliance with all applicable regulatory requirements and disclosure obligations, thereby promoting transparency, accountability, and adherence to statutory standards.																	

	Principles								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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, however, all policies and processes are subject to periodic internal audits and reviews conducted by the Company from time to time to assess their effectiveness, ensure compliance, and identify opportunities for continuous improvement.								

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

	Principles								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N/A								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 service 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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	3	<ol style="list-style-type: none"> 1. Board Familiarization Programme on the Roles, Responsibilities, and Functions of the Board and its Committees. 2. Board Familiarization Programme on Key Company Policies and Governance Frameworks. 3. Board Familiarization Programme on Applicable SEBI Regulations and Regulatory Compliance Requirements. 	85%
Key Managerial Personnel	2	<ol style="list-style-type: none"> 1. Employee Awareness Programme on Statutory Policies of the company. 2. Employee Awareness Programme on Stock Exchange Disclosure Requirements and Regulatory Compliance Obligations. 	100%
Employees other than BoD and KMPs	9	<ol style="list-style-type: none"> 1. Project Elevate – Session 1: Developing a Growth Mindset. 2. Project Elevate – Session 2: Effective Time Management Skills. 3. Training Programme on Becoming an Empowered Committee Member. 4. Certified POSH Internal Committee (IC) Training Programme. 5. Amazon Web Services (AWS) Certification Training Programme. 6. Project Elevate – Session 3: Effective Communication Skills. 7. Project Elevate – Session 4: Innovation in Action. 8. Cisco Certified Network Associate (CCNA) Certification Course – Online Training Session. 9. Employee Awareness Programme on POSH (Prevention of Sexual Harassment) Policy and Guidelines. 	73.84%
Workers	3	<ol style="list-style-type: none"> 1. Wellness Programme – Elevate: Harnessing Positive Thinking for a Healthier, Stronger You 2. Cyber Security Training Series – Be Cyber Safe: Protect, Prevent, and Prevail 3. Awareness Programme on Understanding Economy, Business, and Financial Sustainability 	67.18%

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

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

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

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

3. Of the instances disclosed in question 2 above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed

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

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

Yes.

The Company has formulated a comprehensive Anti-Corruption and Anti-Bribery Policy, which reflects its zero-tolerance approach towards corruption, bribery, and unethical business practices. The policy outlines the principles and guidelines aimed at promoting integrity, transparency, and ethical conduct across all business operations. The policy has been internally reviewed and approved by the management and forms part of the Company's internal governance framework.

Weblink: <https://rishabh.co.in/governance-policies>

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

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY2025-26 (Current Financial Year)		FY2024-25 (Previous Financial Year)	
	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	Nil	-	Nil	-

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

No such action was taken or is underway for the year under review.

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

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Accounts payable	250.37	225.86
Cost of goods/services procured	1,232.23	1,229.83
Number of days of accounts payable	74	67

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	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	60	57
	b. Number of dealers / distributors to whom sales are made	172	183
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	16	23
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2	2
	b. Sales (Sales to related parties / Total Sales)	12	11
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	36	12
	d. Investments (Investments in related parties / Total Investments made)	100	100

Leadership Indicator

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: 2025-26

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Health and Safety, Human Rights and Ethical Conduct, Child Labour, Social Commitments towards Environment	87%

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 robust processes and mechanisms to proactively identify, manage, and mitigate potential conflicts of interest involving members of the Board. These processes are guided by the Company's Code of Conduct and Board Governance framework, which require appropriate disclosure of any actual or potential conflicts of interest and mandate Directors to abstain from participating in discussions or decision-making processes where such conflicts may arise.

All Directors are required to submit periodic disclosures regarding their interests, and any potential conflict is reviewed by the Board or relevant Board Committees, as applicable, to ensure transparency, accountability, and adherence to the highest standards of corporate governance. This framework further strengthens the Company's commitment to ethical leadership, integrity, and responsible decision-making.

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 (FY2025-26)	Previous Financial Year (FY2024-25)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	100%	100%	-

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

Yes

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

The Sustainable Sourcing Procedure is currently in the final stage of implementation and is being prepared for execution across the relevant business operations.

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.**

Yes.

The Company has established processes and mechanisms to ensure the safe reclamation, reuse, recycling, and environmentally responsible disposal of products and waste generated at the end of their life cycle. The details are outlined below:

Plastic Waste

The Company complies with the Extended Producer Responsibility (EPR) requirements under the applicable Plastic Waste Management Rules. To fulfill these obligations, the Company has partnered with Central Pollution Control Board (CPCB)-authorized plastic waste recyclers for the collection and recycling of plastic waste on its behalf, thereby ensuring environmentally sound management and achievement of the assigned EPR targets.

E-Waste

The Company has implemented a structured mechanism for the collection and environmentally responsible disposal of end-of-life Electrical and Electronic Equipment (EEE) through collaboration with authorized e-waste collection and recycling agencies.

Hazardous Waste

Hazardous waste generated at the manufacturing facilities is handled, stored, and disposed of in a secure and controlled manner through authorized agencies and recyclers approved by the respective State Pollution Control Boards (SPCBs), in compliance with applicable environmental regulations and statutory requirements.

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.

EPR (Extended Producer Responsibility) is applicable and is inline with the Extended Procedure Responsibility (EPR) plan submitted to pollution control board. The Company has duly obtained the necessary certifications under the applicable EPR framework, in compliance and alignment with E-Waste and Plastic Waste Management standards.

Leadership Indicators

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

NIC Code	Name of the 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.
			Nil		

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
	Nil	

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

Indicate input material	Recycled or re-used input material to total material	
	FY2025-26 Current Financial Year	FY2024-25 Previous Financial Year
Polycarbonate Glass Filled and Unfilled	18% of total consumption	15% of total consumption
Nylon Glass Filled and Unfilled	15% of total consumption	15% of total consumption
ABS (Acrylonitrile Butadiene Styrene)	20 % of total consumption	20 % of total consumption
POM (Polyoxymethylene)	25% of total consumption	15% of total consumption

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:

Particulars	Recycled or re-used input material to total material					
	FY2025-26 Current Financial Year			FY2024-25 Previous Financial Year		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Nil	0.05 MT	–	Nil	0.0375	–
E-waste	Nil	EEE code : ITEW25 - 0.115MT LIW2 - 3.075 MT	–	Nil	EEE code : ITEW25 - 0.99MT LIW2 - 10.03 MT	–
Hazardous waste	Nil	Nil	Nil	Nil	–	–
Other waste	Nil	Nil	–	Nil	Nil	–

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
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The current product return ratio is negligible in comparison to the Company's overall annual sales volume.

The Company follows a structured approach for managing returned products and does not directly dispose of customer returns as scrap. Returned products are first evaluated for refurbishment and reuse opportunities. Where refurbishment is not feasible, usable components are recovered through cannibalization for further utilization. As a last resort, products are dismantled and disposed of at the component or commodity level through authorized vendors, ensuring responsible resource utilization and environmentally sound waste management practices.

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:

Total (A)	% of employees covered by										
	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 (Full time/part time employed for an indeterminate period)											
Male	382	175	45.81	202	52.88	0	0	0	0	0	0
Female	50	19	38.00	28	56.00	1	2.00	0	0	0	0
Total	432	194	44.91	230	53.24	1	0.00	0	0	0	0
Other than Permanent employees (Fixed term employment, ends when period expires, or after completion of a specific task)											
Male	07	0	0	0	0	0	0	0	0	0	0
Female	3	0	0	0	0	0	0	0	0	0	0
Total	10	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities		
	Total (A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	30	28	93.33	23	76.67	0	0	0	0	0	0
Female	101	67	66.34	56	55.45	0	0	0	0	0	0
Total	131	95	72.52	79	60.31	0	0	0	0	0	0
Other than Permanent workers											
Male	103	0	0	0	0	0	0	0	0	0	0
Female	55	0	0	0	0	0	0	0	0	0	0
Total	158	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:

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.32%	0.39%

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

Benefits	FY2025-26 Current Financial Year			FY2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	18%	60%	Yes	23%	75%	Yes
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

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

Yes.

The premises/offices of the entity are accessible to differently abled employees and workers, as per the requirements.

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.

<https://rishabh.co.in/governance-policies>

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

Permanent employees (Full time/part time employed for an indeterminate period)		
Gender	Return to work rate	Retention Rate
Male	0	0
Female	100%	0
Total	-	-

Permanent workers		
Gender	Return to work rate	Retention Rate
Male	0	0
Female	100%	0
Total	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

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

Yes.

The Company has established formal grievance redressal mechanisms for all categories of employees and workers with the objective of fostering a transparent, inclusive, and respectful work environment. These mechanisms are designed to be accessible, confidential, and effective in addressing concerns in a timely manner.

The Company has implemented a structured grievance redressal framework to address concerns raised by employees and workers across all categories. The framework includes a dedicated HR support mechanism, suggestion and complaint channels, direct communication avenues with the Human Resources team, and designated internal committees for specific matters such as workplace harassment under the Prevention of Sexual Harassment (POSH) framework.

All grievances are addressed in a fair, impartial, and confidential manner, with emphasis on timely resolution, appropriate corrective actions, and prevention of recurrence, thereby reinforcing the Company's commitment to employee well-being and a positive workplace culture.

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

Category	Employees			FY2024-25 (Previous Financial Year)		
	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent Employees	0	0	0	0	0	0

Workers						
Category	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Male	30	30	100.00	33	33	100.00
Female	101	92	91.00	100	100	100.00
Total Permanent Workers	131	122	93.00	133	133	100.00

8. Details of training given to employees and workers:

Employees										
Category	FY2025-26 (Current Financial Year)					FY2024-25 (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)
Male	382	0	0.00	282	74.00	437	116	26.54	24	5.49
Female	50	0	0.00	37	74.00	54	25	46.30	0	—
Total	432	0	0.00	319	74.00	491	141	28.72	24	4.89

Workers										
Category	FY2025-26 (Current Financial Year)					FY2024-25 (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)
Male	30	30	100.00	0	0.00	33	31	93.93	25	75.75
Female	101	100	99.00	0	0.00	105	71	67.62	55	52.38
Total	131	130	99.00	0	0.00	138	102	73.91	80	128.13

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

Employees						
Category	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Male	382	331	87.00	437	314	71.85
Female	50	42	84.00	54	39	72.22
Total	432	373	86.00	491	353	71.89

Workers						
Category	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Male	30	30	100.00	33	33	100
Female	101	92	91.00	105	105	100
Total	131	122	93.00	138	138	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 such system?

Yes.

The Company has implemented an Occupational Health and Safety Management System aligned with applicable standards and requirements, effectively covering operations across all manufacturing facilities to ensure a safe and healthy workplace environment.

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

Risk mitigation processes are implemented wherever work-related hazards or potential risks are identified. Appropriate control measures are established, documented, and monitored to effectively manage risks and ensure the safety and well-being of employees and workers.

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

Yes.

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

Yes.

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

Safety Incident/Number	Category	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company conducts periodic training and awareness programmes for employees on key areas such as electrical safety, workplace safety norms, 5S practices, housekeeping, first aid, fire safety, and emergency evacuation procedures to enhance awareness, strengthen safety culture, and ensure preparedness for emergency situations.

The Company also regularly organizes various employee well-being initiatives, including annual medical check-ups, blood donation camps, and yoga and wellness programmes to promote the overall health and well-being of employees.

Further, the Company is committed to providing a safe, healthy, and supportive workplace environment by ensuring the availability of adequate sanitation facilities, safe drinking water, proper hygiene standards, and crèche facilities, wherever applicable.

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

	FY2025-26 (Current Financial Year)			FY2024-25 (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	N/A	0	0	NA
Health & Safety	0	0	N/A	0	0	NA

14. Assessments for the year:

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

Note: An internal committee has assessed the health and safety practices and working conditions at office premises.

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:

Nil

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

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

The organisation follows a detailed compliance procedure to ensure all statutory clearances and compliances are met by its vendors. The Company regularly deposits undisputed statutory dues including Goods and Services Tax Provident Fund Employee State Insurance Income Tax Customs Duty and other statutory dues with the appropriate authorities. Compliance with these requirements is rigorously ensured including for all its vendors. These aspects are also checked as part of vendor compliance due diligence while onboarding new vendors.

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:

No

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
	Employees	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes

5 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	87%
Working Conditions	87%

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.

No such action was taken or is underway for the year under review.

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:**

Key stakeholder groups are identified based on their relevance, influence, impact, and level of interest in the Company's operations and long-term sustainability objectives. Key stakeholders include employees, customers, suppliers, investors, regulatory authorities, and the communities in which the Company operates.

The Company prioritizes regular, transparent, and meaningful engagement with its stakeholders through structured communication channels, feedback mechanisms, and collaborative initiatives. This approach facilitates effective stakeholder participation, strengthens relationships, builds trust, and supports informed, responsible, and sustainable decision-making across all levels of the business.

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, Advertisements, 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
Investors & Shareholders	No	Email, Newspapers, Notice, Website	Quarterly/Half Yearly / Annually	Shareholders and investor communities are regularly informed about the company's performance, strategic developments, and key material events on a quarterly basis. This includes updates on the outcomes of Board and committee meetings to ensure transparency and support informed investment decisions.
Board Of Directors	No	Email, Website	Quarterly	The Board of Directors meets at regular intervals to review and oversee the company's overall business performance. These meetings focus on evaluating financial results, operational efficiency, strategic initiatives, risk management practices, and compliance with regulatory requirements. The Board provides strategic guidance, assesses progress against organizational goals, and makes critical decisions to drive sustainable growth and long-term value creation for all stakeholders.
KMPs(Key Manager Person)	No	Email, Website	Others - As and when required	KMPs lead strategic operations meetings to align long-term goals, optimize resources, and improve efficiency. They also drive business performance meetings to assess financial health, operational success, and market growth. Together, these meetings ensure the company stays competitive and agile, with strategy and performance constantly aligned.
Permanent Employees/ Workers	No	Email, Website	Others - As and when required	Meetings for permanent employees focus on personal well being and operational business needs. Well being meetings address health, work-life balance, engagement, and professional development, ensuring employees are supported and valued. Operational meetings focus on workforce planning, training, safety, and efficiency to meet business objectives. Together, they foster a motivated, productive workforce and a smooth-running organization.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisements, 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
Customer	No	News paper, Website	Others - As and when required	<p>Customer Meetings: Product Information and Features</p> <p>Meetings with customer are designed to provide detailed information about products and their features, ensuring clear communication and fostering trust. These meetings serve as a platform to:</p> <p>Present Product Details: Highlight key features, functionalities, and benefits, ensuring consumers fully understand the product.</p> <p>Address Customer Needs: Identify and address specific consumer requirements, offering tailored solutions and product recommendations.</p> <p>Gather Feedback: Collect insights on product performance and customer satisfaction to drive improvements.</p> <p>These discussions strengthen Customer relationships, inform purchasing decisions, and promote transparency, ensuring that the products align with Customer expectations.</p>
Supply Chain/ Vendors.	No	Email, Personal Meetings	Others - As and when required	<p>Supply chain meetings are conducted to ensure all operational requirements are effectively managed and aligned with business goals. These meetings focus on streamlining procurement, inventory control, and logistics to support smooth and timely operations. Key discussions include demand forecasting, vendor coordination, and material availability to meet production needs. They also address operational challenges, supply disruptions, and risk mitigation strategies. Emphasis is placed on cost-effectiveness, resource optimization, and compliance. By aligning supply chain functions with business demands, these meetings help maintain continuity, efficiency, and responsiveness across the value chain.</p>
Local Communities	No	Other Meetings	Others - As and when required	<p>Local community meetings focus on promoting community welfare and sharing information about specific activities or initiatives. They aim to address local needs related to health, education, and sustainability, while encouraging participation, feedback, and collaboration. These meetings foster trust, transparency, and stronger relationships between the organization and the community.</p>

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 follows a structured stakeholder engagement process wherein key feedback and concerns relating to economic, environmental, and social aspects are periodically reviewed and assessed. Relevant matters are appropriately escalated to the Board and/or respective Board Committees through dedicated reports, updates, and review mechanisms to support informed decision-making and strengthen governance practices.

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

Yes.

Stakeholder consultation forms an integral part of the Company's ESG strategy, and the insights received from stakeholders play a significant role in shaping key environmental and social initiatives. Stakeholder feedback is considered while developing and strengthening sustainability efforts, including initiatives related to renewable energy adoption, community development, and other responsible business practices, thereby supporting long-term value creation and sustainable growth.

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

The Company actively engages with vulnerable and marginalized groups through focused initiatives and outreach programmes aimed at promoting inclusive development. Such initiatives may include support in areas such as skill development, healthcare access, livelihood enhancement, and community welfare, with the objective of understanding and effectively addressing their concerns and needs.

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:

Employees						
Category	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Total (A)	No. of employees /workers covered		Total (C)	No. of employees /workers covered	
		% (B / A)	(B)		% (D / C)	(D)
Permanent	432	432	100.00	491	491	100
Other than permanent	10	10	100.00	37	37	100
Total Employees	442	442	100.00	528	528	100
Workers						
Permanent	131	131	100.00	138	138	100
Other than permanent	158	0	0.00	125	0	0
Total Workers	289	131	45.00	263	138	52.47

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

Employees										
Category	FY2025-26 (Current Financial Year)					FY2024-25 (Previous Financial Year)				
	Total (A)	Equal to		More than		Total (D)	Equal to		More than	
		Minimum Wage		Minimum Wage			Minimum Wage		Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent	432	0	0	432	100	467	0	0	467	100
Male	382	0	0	382	100	419	0	0	419	100
Female	50	0	0	50	100	48	0	0	48	100
Other than Permanent	10	0	0	10	100	28	0	0	28	100
Male	7	0	0	7	100	21	0	0	21	100
Female	3	0	0	3	100	7	0	0	7	100
Workers										
Category	FY2025-26 (Current Financial Year)					FY2024-25 (Previous Financial Year)				
	Total (A)	Equal to		More than		Total (D)	Equal to		More than	
		Minimum Wage		Minimum Wage			Minimum Wage		Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent	131	0	0	131	100	133	2	1.50	131	98.49
Male	30	0	0	30	100	33	0	--	33	100.00
Female	101	0	0	101	100	100	2	2.00	98	98.00
Other than Permanent	158	0	0	158	100	125	125	100	0	0
Male	103	0	0	103	100	106	106	100	0	0
Female	55	0	0	55	100	19	19	100	0	0

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

- a. Median Remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages (in ₹ Million) of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1	14.12	0	-
Key Managerial Personnel	3	1.17	0	-
Employees other than BoD and KMP	378	0.52	50	0.48
Workers	30	30	101	0.33

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

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	16%	15.00%

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.

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

Employees may submit a grievance (Human Rights) to any member of the designated Grievance Redressal Committee. Any grievance received by a committee member shall be appropriately communicated to the other members of the Committee for review and further action. The Committee shall formally process grievances upon receipt of a written complaint. Employees may submit their grievances in any suitable format, provided that the concern is communicated clearly and with sufficient details for evaluation. Standard formats for reporting major grievances are maintained as annexures to the policy framework.

Minor issues and routine concerns shall be addressed directly by the HR and Administration team, with efforts made to ensure timely resolution. Major and serious grievances submitted in written form shall be documented and maintained in hard copy or through appropriate record-keeping mechanisms.

Upon receipt of a written complaint, the Grievance Redressal Committee undertakes the following actions:

- Review and analyze the matter through discussions with the complainant.
- Conduct an impartial and unbiased investigation of the grievance.
- Recommend and implement appropriate corrective measures through HR where the complaint is found to be valid.
- In cases where the complaint is found to be false, malicious, or driven by personal motives, appropriate action, feedback, or caution is provided as deemed necessary.
- Maintains records relating to major grievances and their resolution process for future reference and monitoring purposes.
- The Head - HR determines the requirement for escalation or involvement of senior management based on the nature and severity of the issue.

The grievance handling process is designed to ensure fairness, confidentiality, timely resolution, and a positive workplace environment.

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

	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at year end	Remarks	Filed during the year	Pending resolution at year end	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	N/A	N/A	Nil
Forced Labour / Involuntary Labour	Nil	Nil	Nil	N/A	N/A	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human right related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has a well-defined policy and an established Internal Complaints Committee in place to address such matters. The Human Resources department ensures strict confidentiality is maintained throughout the process, in accordance with applicable guidelines and best practices.

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%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
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.

N/A

Leadership Indicators

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

Nil

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

Nil

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

Yes

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	87%
Child Labour	87%
Forced Labour/Involuntary Labour	87%
Wages	Nil
Others – please specify	Nil

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

Nil

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**

S. No.	Description	Unit of Measurement	Quantity {Current Financial Year (FY2025-26)}	Quantity {Previous Financial Year (FY2024-25)}
1	Biomass Briquette	MT	N/A	N/A
2	Renewable sources (PPA)	Joules	N/A	N/A
3	Solar Energy (On site) - Rooftop/ Streetlights	Joules	9,98,98,92,00,000	10,37,04,12,00,000
4	Diesel Consumption in Operation (Boiler/DG/ Forklift/Others)	KL	9	8.4
5	Grid Electricity Consumption	Joules	87,66,11,52,00,000	79,38,88,56,00,000
6	Diesel Consumption for Company Owned Vehicles	KL	8.26	Negligible
7	Coal Consumption for Operations (Canteen Food preparation)	KG	N/A	N/A
8	Natural Gas Used in Operations	SCM	N/A	N/A
9	Furnace Oil Consumption in Operations	KL	N/A	N/A
10	LDO used in Operations	KL	N/A	N/A
11	LPG used in Operations	KG	N/A	N/A
12	Steam Consumption in Operations (Please provide the pressure and temp values of the steam)	MT	N/A	N/A
13	Any other fuel consumed in operations	-	N/A	N/A

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

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

3 Parameters			Current Financial Year (FY2025-26)	Previous Financial Year (FY2024-25)
S. No.	Water Withdrawal by source (in kiloliters)	Unit		
(i)	Surface water	Kiloliter	N/A	N/A
(ii)	Groundwater	Kiloliter	N/A	N/A
(iii)	Third party water	Kiloliter	N/A	N/A
(iv)	Sea water/ desalinated water	Kiloliter	N/A	N/A
(v)	Others	Kiloliter	15,660	12,545
Total volume of water withdrawal (in kiloliters)		Kiloliter	N/A	N/A
Total volume of water consumption (in kiloliters)		Kiloliter	15,660	12,545
Water Intensity per rupee of turnover (Total Water consumption /Revenue from operations)		Kiloliter	0.0001	0.0001
Water intensity in terms of physical output		Kiloliter	N/A	N/A

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.

Yes.

From an operational perspective, the Company has minimal water requirements, as its core manufacturing processes are largely non-water-intensive. Water consumption is primarily associated with domestic purposes, including sanitation and hygiene-related activities.

The wastewater generated from such activities is treated through an on-site Sewage Treatment Plant (STP), following which the treated water is recycled and reused for non-potable applications such as landscape gardening and toilet flushing. This approach supports efficient water management and promotes responsible utilization of water resources.

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

Parameter	Please specify unit	Current Financial Year (FY2025-26)	Previous Financial Year (FY2024-25)
NOx	mg/Nm ³	500 KVA DG: 14.4; 200 KVA DG: 15	Nil
SOx	mg/Nm ³	Below Limit of Quantification (Both DG Sets)	Nil
Particulate matter (PM)	mg/Nm ³	500 KVA DG: 16; 200 KVA DG: 19	Nil
Persistent organic pollutants (POP)	N/A	N/A	Nil
Volatile organic compounds (VOC)	N/A	N/A	Nil
Hazardous air pollutants (HAP)	N/A	N/A	Nil
Others- please specify	N/A	N/A	Nil

Note: The Company was required to appoint an external agency for the purpose of air emission tracking, due to some exigencies, no tracking was carried out in the previous FY.

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

Yes.

Agency Name: Aswamedh Engineers & Consultants, Laboratory Services Division, Nashik.

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

Parameter	Unit	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO₂ equivalent	55.01	-
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO₂ equivalent	1,710.90	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO₂e per Million ₹ turnover	0.66	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tCO₂e per employee/ worker (total workforce basis)	2.42	-

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

Yes.

Agency Name: Climekare Sustainability Pvt Ltd, Pune.

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

Yes.

The Company has undertaken multiple initiatives aimed at reducing Greenhouse Gas (GHG) emissions as part of its sustainability and energy management efforts.

The Company continues to promote energy conservation through the use of renewable energy sources, implementation of energy-efficient technologies, optimization of manufacturing processes, and installation of LED lighting across its facilities. The Company also encourages sustainable supply chain practices, responsible waste management, and environmental considerations in product design to reduce emissions across the product life cycle.

During the year, the Company implemented a Shop Electrical Shutdown Monitoring System to strengthen energy management and prevent unnecessary electricity consumption. Under this system, all shops are required to switch OFF electrical loads, including lights, fans, machines, and other equipment, before depositing shop keys at the security gate. The system is integrated with indicators that remain active if any Miniature Circuit Breaker (MCB) is left ON, ensuring that security personnel accept the shop key only after complete electrical shutdown is verified. This initiative has contributed to energy savings, improved operational safety, and enhanced control over electrical energy usage across the facility.

Further, the Company follows sustainable waste management practices by ensuring that waste is segregated and handed over to authorized recyclers and disposal agencies, with no on-site incineration. Through these initiatives, the Company remains committed to reducing its carbon footprint and supporting broader climate change mitigation objectives.

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

Parameter	Current Financial Year (FY2025 -26)	Previous Financial Year (FY2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	28.44	20.78
E-waste (B)	Negligible, (E-waste generated in negligible amount & disposed with authorized vendor. Green certificate in place).	Negligible, (E-waste generated in negligible amount & disposed with authorized vendor. Green certificate in place).
Bio-medical waste (C)	N/A	N/A
Construction and demolition waste (D)	N/A	N/A
Battery waste (E)	N/A	N/A
Radioactive waste (F)	N/A	N/A
Other Hazardous waste. Please specify, if any. (G)	Nil	1. ION Resin: 2.7 2. Oily Cotton Waste: 0.1
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1. Non ferrous metal - 19.556 2. Ferrous metal - 59.044, 3. Other scrap (wooden, garbage + corr box) - 101.060	1. Non ferrous metal : 18.0736 2. Ferrous metal : 43.1478 3. Other scrap : 107.784 (Wooden + Corr Box).
Total Waste generated (in metric tonnes)	208.10	192.57
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0778 MT Per Million ₹ of Revenue	0.0805 MT Per Million ₹ of Revenue
Waste intensity in terms of physical output	Negligible	Negligible

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

Parameter	Current Financial Year (FY2025 -26)	Previous Financial Year (FY2024-25)
Category of Waste	Other Non-hazardous waste generated	
i. Recycled	Nil	Nil
ii. Re-used	31.63 (Corr.box)	21.331 (Corr Box)
iii. Other recovery operations	Nil	Nil
Total	31.63	21.33

Note: Waste is handovered to authorized register vendor.

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	Current Financial Year (FY2025 -26)	Previous Financial Year (FY2024-25)
Category of Waste		
i. Incineration	Nil	Nil
ii. Landfilling	Nil	Nil
iii. Other disposal operations	Nil	Nil
Total	Nil	Nil

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 is committed to environmentally responsible waste management and disposal practices in compliance with applicable regulatory requirements. Appropriate systems and mechanisms are established to ensure the safe handling, treatment, and disposal of waste generated through operations.

The Company has partnered with authorized agencies under Extended Producer Responsibility (EPR) frameworks for the compliant management of e-waste and the collection, recycling, and handling of plastic waste, thereby supporting sustainable practices and fulfilling extended producer responsibility obligations.

Further, for the management and disposal of hazardous waste, the Company has engaged agencies authorized by the respective State Pollution Control Boards to ensure environmentally sound disposal in accordance with applicable regulations.

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 clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance being complied with? (Y/N). If no, the reasons of and corrective action is taken, if any.
			Nil

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

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:

S. No.	Specify the law/regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any

Leadership Indicators

1 Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
From renewable sources(KJ)		
Total electricity consumption (A)	99,89,89,200	1,03,70,41,200
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	99,89,89,200	1,03,70,41,200
From non-renewable sources (KJ)		
Total electricity consumption (D)	8,76,61,15,200	7,93,88,85,600
Total fuel consumption (E)	32,40,00,000	32,42,40,000
Energy consumption through other sources (F)	NIL	Nil
Total energy consumed from non-renewable sources (D+E+F)	9,09,61,15,200	8,26,31,25,600

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 Provide the following details related to water discharged:

Parameter	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Nil	Nil
• No treatment	N/A	N/A
• With treatment - please specify level of treatment	N/A	N/A
(ii) To Groundwater	N/A	N/A
• No treatment	N/A	N/A
• With treatment - please specify level of treatment	N/A	N/A
(iii) To Seawater	N/A	N/A
• No treatment	N/A	N/A
• With treatment - please specify level of treatment	N/A	N/A
(iv) Sent to third-parties	N/A	N/A
• No treatment	N/A	N/A
• With treatment - please specify level of treatment	N/A	N/A
(v) Others	N/A	N/A
• - No treatment	N/A	N/A
• - With treatment - please specify level of treatment	N/A	N/A
Total water discharged (in kiloliters)	N/A	N/A

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

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

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

(i) **Name of the area:** N/A

(ii) **Nature of operations:** N/A

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

Parameter	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	15,660	12,545
Total volume of water withdrawal (in kiloliters)	Nil	Nil
Total volume of water consumption (in kiloliters)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) - the relevant metric may be selected by the entity	Nil	Nil
(i) Into Surface water	Nil	Nil
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
(ii) Into Groundwater	Nil	Nil
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
(iii) Into Seawater	Nil	Nil
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
• No treatment	Nil	Nil
• With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kiloliters)	Nil	Nil

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

Parameter	Unit	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Total Scope 3 emissions	Metric tonnes of CO ₂ equivalent	-	-
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Note: The disclosure of Scope 3 emission data is currently being explored and will be undertaken in the near future as part of our ongoing commitment to transparent and comprehensive environmental reporting.

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. N/A

5 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

N/A

6 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
N/A			

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

Yes.

The Company has established robust Business Continuity and Disaster Management Plans that have been developed and implemented internally by the management. These plans are designed to strengthen operational resilience, safeguard critical assets, and facilitate timely response and recovery during unforeseen events or disruptions.

The framework encompasses key risk scenarios, crisis communication protocols, and business continuity strategies across critical functions and operations. While these plans are currently managed through internal mechanisms, these are periodically reviewed and tested to assess the effectiveness and readiness.

The Company remains committed to continuously strengthen and further integrate these plans within its overall governance and risk management framework.

Web-link: <https://rishabh.co.in/governance-policies>

8 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.

N/A

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

N/A

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.

Four

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Nashik Industries and Manufacturer's Association	State
2	Maharashtra Chamber of Commerce, Industry & Agriculture	State
3	Indian Electrical & Electronics Manufacturer's Association	National
4	Nashik Industries Welfare Centre	State

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

1 Details of public policy positions advocated by the entity:

SR. NO	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available

N/A

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.

1. Describe the processes for identifying key stakeholder groups of the entity:	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N/A - No SIA conducted as per applicable laws during 2025-26					

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

S. No. which R&R is ongoing	Name of Project	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In K)
N/A - No R&R projects undertaken during 2025-26						

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

The Company has established a formal grievance redressal mechanism to uphold ethical standards and promote transparent communication with both internal and external stakeholders, including local communities. A dedicated reporting framework is in place through various channels such as emails, feedback mechanisms, and direct interactions, enabling stakeholders to raise concerns and provide inputs in an accessible manner.

The mechanism facilitates the reporting of concerns related to ethics, compliance, fraud, misconduct, financial irregularities, human rights, workplace behaviour, discrimination, harassment, safety-related matters, and environmental issues. Employees, suppliers, community members, and other relevant stakeholders may report grievances through confidential channels.

All reported concerns are reviewed by designated personnel and addressed through a structured process aimed at ensuring fair assessment, impartial investigation, and timely resolution in alignment with the Company's Code of Conduct, internal policies, and applicable regulatory requirements.

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

	FY2025-26 (Current Financial Year)	FY2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	46%	22%
Directly from within India	64%	61%

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	Current Financial Year (FY2025-26)	Previous Financial Year (FY2024-25)
Rural	-	-
Semi-urban	-	-
Urban	86.78%	82.60%
Metropolitan	13.22%	17.40%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
No negative social impacts were officially recorded.	

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

SR. NO	State	Aspirational District	Amount spent (In K)
N/A			

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?

N/A

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

N/A

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:

SR. NO	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared	Basis of calculating benefit share
N/A				

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

Name of authority	Brief of the Case	Corrective action taken
N/A		

6 Details of beneficiaries of CSR Projects:

SR. NO	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Project Praniti: Women's livelihood program	30	100%
2	Project Saksham- Supporting Dignity, Care and Independent Living for Special Women	61	100%
3	Women's empowerment through skill development and employment	30	100%
4	Hospital expansion support	The project is currently under construction and is expected to benefit approximately 20,000-25,000 patients annually once operational by 2026-27	Progressive

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

Essential Indicator

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

Consumer complaints and feedback are received through multiple communication channels, including emails, phone calls, and product-related interactions through Sales Engineers and the Service team. All customer inputs and concerns are systematically recorded and reviewed by the respective departments for appropriate action.

Each case is assessed to understand the nature and root cause of the concern, following which suitable corrective actions, resolutions, or clarifications are communicated to the consumer in a timely manner. Follow-up actions are undertaken wherever necessary to ensure effective resolution, continuous improvement, and enhanced consumer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY2025-26 (Current Financial Year)			FY2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes. Cybersecurity and risks related to data privacy policy is available.

Weblink: <https://rishabh.co.in/governance-policies>

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

Nil

Leadership Indicators

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

Kindly refer the link : <https://rishabh.co.in/>

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

The Company provides product manuals and relevant guidance to educate consumers on the safe, effective, and responsible use of its products and/or services. These manuals contain comprehensive information relating to product operation, safety precautions, installation, handling, and usage instructions.

By providing clear and accurate information, the Company aims to minimize potential risks, enhance user experience, and ensure optimal product performance. These manuals also serve as a valuable reference for both first-time users and experienced operators, reinforcing the Company's commitment towards product safety, quality, and consumer satisfaction.

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

Any disruptions in product availability are promptly communicated by the Planning Department through formal communication channels to ensure that all relevant stakeholders are informed in a timely manner.

In instances where a product is planned for discontinuation, formal notifications are issued by the Marketing Department through a structured Product Phase-Out communication process. Such communication typically includes key details such as the discontinuation timeline, last order dates, available inventory status, recommended alternative or replacement products (where applicable), and support availability post-discontinuation.

These processes are designed to ensure transparency, facilitate effective planning for consumers and internal stakeholders, and maintain high standards of service continuity and consumer support.

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)

No.

The Company provides product information in compliance with all applicable legal and regulatory requirements. No additional product information beyond the information mandated under applicable laws is displayed on the product.

However, as part of the Company's sustainability initiatives, Electronic Test Certificates are introduced as an alternative to traditional hard copy certificates. This initiative supports the reduction of paper consumption and minimizes the environmental impact associated with printing and physical distribution. The digital format also enables quicker access, improved traceability, and convenient storage for both consumers and internal stakeholders.

In addition, to continuously strengthen consumers experience and service quality, the Company conducts an annual Consumers Satisfaction Survey through a structured assessment framework. The survey facilitates the collection of direct consumer feedback on various parameters, including product performance, service effectiveness, communication quality, and overall consumer experience. The feedback received is systematically analyzed and utilized to identify improvement opportunities, strengthen consumer-focused practices, and build long-term stakeholder relationships.

5 Provide the following information relating to data breaches:

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

Nil

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

Nil