Date: 5th August 2026

To
The Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001

BSE SCRIP CODE: 532527

To
The Listing Department
National Stock Exchange of India Limited
"Exchange Plaza" C-1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai- 400 051

NSE SYMBOL: RKFORGE

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the **Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2025-26** along with Independent Reasonable Assurance Statement provided by TÜV SÜD South Asia Pvt Ltd., which also forms part of the Annual Report for the Financial Year 2025-26, submitted to the Exchanges.

Copy of the same is also available on the website of the Company at the following Link: https://ramkrishnaforgings.com/annual-report/Business-Responsibility-Sustainability-Report-fy-2025-26.pdf

Request to kindly take the same into record.

Thanking you.

Yours faithfully,
For Ramkrishna Forgings Limited

RAJESH MUNDHRA
Digitally signed by RAJESH MUNDHRA
Date: 2026.08.05 18:34:13 +05'30'

RAMKRISHNA FORGINGS LTD.
KOLKATA

Rajesh Mundhra
Company Secretary
& Compliance Officer
ACS: 12991

Encl.: As above

Great Place To Work Certified JAN 2026-JAN 2027 INDIA

Ramkrishna Forgings Limited

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

FY 2025-26

RESPONSIBLE TODAY • SUSTAINABLE TOMORROW

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Foreword

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle-wise Performance Disclosures

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable
Principle 2	Businesses should provide goods and services in a manner that is Sustainable and Safe
Principle 3	Businesses should respect and promote the Well-Being of all Employees, including those in their Value Chains
Principle 4	Businesses should respect the interests of and be responsive to all their Stakeholders
Principle 5	Businesses should respect and promote Human Rights
Principle 6	Businesses should respect and make efforts to protect and restore the Environment
Principle 7	Businesses, when engaging in influencing Public and Regulatory Policy, should do so in a manner that is Responsible and Transparent
Principle 8	Businesses should promote inclusive Growth and Equitable Development
Principle 9	Businesses should engage with and provide value to their Consumers in a Responsible Manner

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L74210WB1981PLC034281
2.	**Name of the Listed Entity**	Ramkrishna Forgings Limited ("RKFL"/"the Company")
3.	**Year of Incorporation**	12 November, 1981
4.	**Registered Office address**	23, Circus Avenue, 9th Floor, Kolkata – 700017
5.	**Corporate address**	23, Circus Avenue, 9th Floor, Kolkata – 700017
6.	**E-mail**	secretarial@ramkrishnaforgings.com
7.	**Telephone**	(033) - 7122 0900
8.	**Website**	www.ramkrishnaforgings.com
9.	**Financial year for which reporting is being done**	Financial Year 2025-26
10.	**Name of the Stock Exchange(s) where shares are listed**	BSE Limited (Scrip Code: 532527) National Stock Exchange of India Limited (NSE Symbol: RKFORGE)
11.	**Paid-up Capital**	₹ 3628.98 Lakhs
12.	**Name and contact details of the person who may be contacted in case of any queries in the BRSR report**	Mr. Rajesh Mundhra, Company Secretary & Compliance Officer Phone: 033 - 7122 0900 Email: secretarial@ramkrishnaforgings.com
13.	**Reporting boundary**	The disclosures under this report are made on a Standalone basis
14.	**Name of assurance provider**	TÜV SÜD South Asia Pvt Ltd. (hereinafter referred to as "TUV SUD")
15.	**Type of assurance obtained**	Reasonable Assurance of BRSR Core attributes

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Forged Products	Forgings of different types of metal and metal products.	91.96%

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

Sl. No.	Product/Service	NIC Code	% of total Revenue from Operations contributed
1	Forgings including Front Axles Beams, Crown Wheels and Knuckles	259	91.96%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	11	12	23
International	NIL	6	6

19. Markets served by the entity

a) Number of locations:

Locations	Number
National (No. of States)	20
International (No. of Countries)	18

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

The contribution of exports as a percentage of Total Revenue from Operations of the Company during the Financial Year 2025-26 is 31.60 %.

c. A brief on types of customers

The Company is one of the leading integrated forgings manufacturer and suppliers of high precision components to various industries across the globe. It supplies world class forged, machined & fabricated products to diverse sectors like Automotive, Railways, Farm Equipment, Earth Moving, Mining & Construction, Oil & Gas, Power and General Engineering.

The Company has also expanded in product portfolio for Electric Vehicle Segment and has made a foray into casting segment, mainly for automotive sector.

IV. Employees

20. Details as at the end of the Financial Year

a) Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	1,874	1,796	96%	78	4%
2.	Other than Permanent (E)	9	8	89%	1	11%
3.	**Total employees (D + E)**	**1883**	**1804**	**96%**	**79**	**4%**
	WORKERS					
4.	Permanent (F)	1,306	1,304	100%	2	0%
5.	Other than Permanent (G)#	5,809	5,733	99%	76	1%
6.	**Total workers (F + G)**	**7,115**	**7,037**	**99%**	**78**	**1%**

#On weighted average basis

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women as at the end of Financial Year:

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors (BoD)	11	2	18%
Key Management Personnel (KMP)#	5	NIL	NIL

#Including Managing Director and Whole-time Directors

22. Turnover rate for permanent employees and workers:

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	14%	15%	12%	15%	12%	11%	16%	11%
Permanent Workers	5%	NIL	5%	3%	NIL	3%	4%	NIL	4%

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

23. (a) Names of holding/subsidiary / associate companies / joint ventures as on 31 March, 2026:

Sl. No.	Names of holding/subsidiary / associate companies / joint ventures	Indicate whether holding/ subsidiary/ associate company/ 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.	Ramkrishna Forgings LLC	Subsidiary	100%	No
2.	Ramkrishna Casting Solutions Limited (Formerly JMT Auto Limited)	Subsidiary	100%	No
3.	Ramkrishna Forgings Mexico S.A de C.V.	Subsidiary	100%	No
4.	Ramkrishna Titagarh Rail Wheels Limited*	Subsidiary	51%	No

Note: During the Financial Year 2025-26, Mal Metalliks Private Limited and Multitech Tech Auto Limited, wholly owned subsidiaries of the Company amalgamated with Ramkrishna Casting Solution Limited, another wholly owned subsidiary of the Company, pursuant to a Scheme of Amalgamation sanctioned by Hon'ble National Company Law Tribunal, Kolkata Bench, vide its Order dated February 27, 2026.

*Consolidated as a Joint Venture under equity method under IND AS 28.

VI. CSR Detais

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
(ii) Turnover (in Rs.): ₹ 3,75,492.46 Lakhs
(iii) Net worth (in Rs.): ₹ 314,158.74 Lakhs

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *(If yes, then provide web-link for grievance redress policy)*	FY-2025-26 Current Financial Year			FY-2024-25 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 Weblink: https://ramkrishnaforgings.com/contact-us/	NIL		No Remarks	NIL		No Remarks
Investors (Other than shareholders)	Not Applicable	Not Applicable			Not Applicable		
Shareholders	Yes, as disclosed to the Stock Exchanges as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 Weblink: https://ramkrishnaforgings.com/contact-information-of-designated-officials-investor-grievances/	1	NIL		1	NIL	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *(If yes, then provide web-link for grievance redress policy)*	FY-2025-26 Current Financial Year			FY-2024-25 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
Employees and workers	Yes, we have an Employee Redressal Mechanism and Dispute Settlement Policy which is available to all employees through internal portal. Weblink: http://172.21.1.207/Policies/Grievance/23-Employee_Grievance_Dispute%20Settlement%20Policy.pdf	NIL	NIL	No Remarks	NIL	NIL	No Remarks
Customers	The Company follows grievance redressal mechanisms by way of immediate 8D Action Plans within 24 hours from the receipt of complaint from customers, if any and a complete root-cause analysis is provided to customers. Weblink: https://ramkrishnaforgings.com/contact-us/	NIL	NIL		NIL	NIL	
Value Chain Partners	Yes Weblink: https://ramkrishnaforgings.com/contact-us/	NIL	NIL		NIL	NIL	

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

Sl. 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 opportunity (Indicate positive or negative implications)
1.	Employee Health and Safety	Risk	Employee health and safety is a risk area for the Company due to potential workplace accidents, injuries, and illnesses. Failure to prioritize these concerns can lead to decreased productivity, increased insurance premiums, legal liabilities, and damage to reputation.	The Company aims to become an accident-free workplace. To mitigate associated risks, the Company has undertaken the following: a) Ensures strict adherence to the RKFL Plant Safety Manual. b) Formulated a Company-wide Environment, Health and Safety (EHS) Policy. c) Implemented a robust safety management system. d) Adopted a safety matrix to identify high-risk processes. e) Conducts regular training on health, safety and environment f) Ensures continuous monitoring and improvement of safety practices. g) Organises employee wellbeing programmes such as eye checkup camps for forklift operators. h) Company achieved zero Lost Time Injury Frequency Rate (LTIFR) and zero fatalities in FY 2025–26.	Negative financial implication: a) Non-compliance with health and safety regulations can lead to fines, penalties, and legal fees. In severe cases, the Company may face lawsuits from employees or regulatory authorities for injuries, illnesses, or fatalities resulting from unsafe working conditions. b) Negative publicity surrounding workplace accidents or health and safety violations can damage the Company's reputation. This can result in decreased consumer trust, loss of business opportunities, and difficulty attracting and retaining talented employees. c) Poor health and safety practices can negatively impact employee well-being, morale, job satisfaction, and engagement, leading to reduced motivation, creativity, and overall performance.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Sl. 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 opportunity (Indicate positive or negative implications)
				i) Conducted Human Rights Due Diligence (HRDD) assessment covering labour rights, workplace conditions, health & safety, and grievance redressal. j) Developed 125 Kaizen interventions for Health & Safety during the Financial Year 2025-26. k) Safety observations and near-miss incidents are regularly reported and reviewed through safety committee meetings. l) Strict adherence to the Behaviour-Based Safety (BBS) system is ensured to promote a strong safety culture. m) ISO 45001:2018 Occupational Health and Safety Management System certified across majority of its operations, covering more than 90% of its plants.	
2.	Energy Management	Opportunity	Efficient energy management can be viewed as a strategic opportunity area for the Company as it helps reduce operational costs, ensure compliance to environmental guidelines, and greater resilience to energy disruptions which promotes the financial stability of the Company in the long term.	The Company has taken a target to transition towards a 50% renewable energy mix by FY28 and 100% by FY33. It has undertaken several initiatives to improve energy efficiency in operations: a) Completed full Commissioning of 10.24 MW solar power plant. b) Conducts energy audits to identify hotspots and improve performance. c) Transition from Propane Gas/Furnace oil to electric in Plants. d) Completely eliminated propane gas usage in Plant 3&4 e) Improvised forging process installed automation, modification and proper maintenance of furnaces. f) Continuously identifying opportunities to reduce dependence on fossil fuel g) The Company is ISO 50001:2018 Energy Management System certified across a majority of its operations, covering more than 80% of its plants. h) Head Office in Kolkata powered by 100% renewable energy since 1st January 2025 i) Signed a multi-year MoU effective from FY 2028-30, supporting carbon-neutrality milestones.	Positive financial implication: a) Implementing energy efficient practices can lead to significant reductions in energy consumption, resulting in lower utility bills and operational expenses over time. b) Energy management strategies can help mitigate risks associated with energy price, environmental regulations, which enhances the long-term financial stability of the Company. c) Demonstrating a commitment to energy efficiency can improve the Company's reputation amongst customers, investors which can lead to business opportunities and increased market share.

Sl. 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 opportunity (Indicate positive or negative implications)
3.	GHG Emission	Opportunity	GHG emissions management present a strategic opportunity for the Company by reducing operational costs, ensuring regulatory compliance. It fosters environmental stewardship, attracts socially responsible investors, mitigates climate risks and enhances brand reputation, driving long-term sustainability and financial growth.	The Company aims to achieve Net Zero by 2040 and transition towards 25% green steel by 2028, 50% by 2033 and 100% by 2040. In line with these commitments, it has undertaken the following measures: a) Formulated a net zero roadmap. b) Conducted Scope 1 and 2 Emission Inventorisation on an annual basis. c) The Company has undertaken the inventory and assessment of Scope 3 emissions across nine relevant categories. d) The Company has adopted FY 2022-23 as the base year for tracking and reporting its ESG-related operational performance and has achieved a total reduction of 9.40% in total Scope 1 & 2 emissions in FY 2025-26 with respect to base year 2022-23. e) The company has achieved a reduction of 0.96% in total GHG emissions (Scope 1 & 2) compared to FY 2024-25. f) The upstream Scope 3 emissions inventory covers Category 1 (Purchased Goods & Services), Category 2 (Capital Goods), Category 3 (Fuel & Energy Related Activities), Category 4 (Upstream Transportation & Distribution), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), Category 7 (Employee Commuting); and the downstream Scope 3 emissions inventory covers Category 9 (Downstream Transportation & Distribution) and Category 12 (End-of-Life Treatment of Sold Products) g) Signed a multi-year MoU to support our endeavor for reduction of Scope 1 and Scope 2 by 50% by 2028. h) Undertaken electrification of heat treatment furnaces thereby reducing consumption of Propane gas. i) Undertaken CBAM Reporting for 15 products for European Customers in the Financial Year 2025-26 in compliance with EU Guidelines. j) Extended GHG emissions-related requirements to the supply chain.	Positive financial implication: a) Demonstrating a commitment to reducing GHG emissions and having initiatives in place to achieve the same helps the Company mitigate negative impacts of climate change, become a responsible corporate citizen by reducing their carbon footprint and attracting more responsible investors. b) Addressing GHG emissions helps mitigate long-term risks associated with climate change which can ultimately protect the Company's financial stability. c) Effectively managing GHG emissions can open opportunities in more markets and attract environmentally conscious customers translating to increased sales. d) Signing of VPPA MoU and RE transition milestones improve ESG ratings and access to green financing at favorable terms.

Sl. 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 opportunity (Indicate positive or negative implications)
4.	Code of Conduct	Risk	Breach of Code of Conduct poses reputational, legal, and financial risks to the Company. It can lead to loss of trust from stakeholders, regulatory fines, lawsuits, and diminished brand value, impacting overall business performance and profitability.	The Company focuses on business integrity to achieve business & sustainability goals. The Company further aims to achieve 100% of its permanent employees on the Company's Code of Conduct. To mitigate associated risks, the Company has undertaken the following: a) The Company has in place policies such as Human Rights Policy, Whistle Blower Policy, Prevention of Sexual Harassment, Policy, Code of Conduct, Anti-Bribery and Corruption Policy, Code of Conduct for Board of Directors and Senior Managerial Personnel, etc. b) 97% of permanent employees trained in Code of Conduct. c) 99% of permanent employees trained in Human Rights and ESG. d) Ensures continuous monitoring of violations and resolutions through vigil mechanism. e) Suitable mechanism to address the grievances if any under Prevention of Sexual Harassment Policy. f) Quarterly Reporting to the Board on adherence to Code of Conduct by Directors and Senior Management Employees, status of complaints, if any, under the vigil mechanism and Prevention of Sexual Harassment Policy.	Negative financial implication: a) The Company may face lawsuits, fines, and penalties for violating their own Code of Conduct or relevant regulations. Legal proceedings can be costly in terms of legal fees, settlements, and damages awarded. b) Regulatory bodies may investigate the Company for compliance failures, leading to further fines and sanctions. c) Negative publicity and financial losses resulting from a breach in the Code of Conduct can lead to a decrease in shareholder value as investors lose confidence in the Company's ability to manage risks and uphold ethical standards.
5.	Water Management	Opportunity	Water management presents an opportunity for the Company to enhance operational efficiency, reduce costs, mitigate risks related to water scarcity and pollution, comply with regulations, and innovate sustainable solutions for long-term resilience and competitiveness.	The Company has achieved ZLD (Zero Liquid Discharge) across majority of its manufacturing units based in Jamshedpur. The Company has implemented the following initiatives: a) Conducted a water management audit to identify leakages, achieve water balance, and drive targeted improvements in water efficiency across operations. b) Increased recycling of water and reduced dependency on groundwater and freshwater by setting up 295 KLD ETP and 242 KLD STP across plants, in phases. c) Adequate infrastructure for rainwater harvesting across locations and taking steps to increase infrastructure for rainwater harvesting.	Positive financial implication: a) Implementing water conservation measures can lead to significant cost savings for the Company by reducing water consumption, wastewater treatment costs and associated utility bills. b) Demonstrating a commitment to responsible water management practices can enhance the Company's reputation, attract environmentally conscious consumers and improve brand loyalty, which can ultimately translate into increased sales and market share.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Sl. 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 opportunity (Indicate positive or negative implications)
				d) Implemented water conservation measures across plants to minimize wastage of water. e) Installed Multigrade Filter system in Cooling Tower, improving water quality and enabling freshwater savings. f) Increased training and awareness programmes for water management. g) The Company has achieved a significant enhancement in its water recycling and reuse practices by 40% year-on-year. h) Constructed ponds at various locations near to the plants in Jamshedpur, boosting groundwater recharging.	c) By managing water resources effectively, the Company can mitigate the risk of water scarcity and ensure a reliable water supply for their operations, reducing the potential for disruptions and associated costs.
6.	Waste Management	Risk	Inefficient waste management poses risks such as environmental pollution, regulatory non-compliance, and reputational damage. Efficient waste management is critical for mitigating these risks and promoting sustainable business practices	The Company aims reduce waste generation in Plants. To mitigate associated risks, the Company has undertaken the following: a) Conducted waste management study to identify improvement areas. b) Undertake waste disposal through authorized recyclers. c) Engaging with vendors to increase use of waste generated as input material for other industries. d) Hazardous wastes residue is kept at secured landfill by Treatment Storage and Disposal Facility (TSDF), specially designed for hazardous wastes. e) The Company has implemented measures such as recycling waste oil, thus reducing hazardous waste load and recycling Effluent Treatment Plant (ETP) sludge, which reduces disposal to landfills. f) Implementing a 9R waste management plan that will help to reduce and efficiently manage Company's waste across Plants.	Negative financial implications: a) Improper waste disposal or failure to comply with waste management regulations can result in fines and penalties being imposed by regulatory authorities. These fines can be substantial and can significantly impact the Company's financial performance. b) Inadequate waste management practices can lead to legal liabilities, such as lawsuits from affected communities or individuals due to environmental pollution or health hazards caused by improper waste disposal. c) Poor waste management practices within the supply chain can lead to disruptions in operations, such as delays in production or distribution, which can result in increased costs and lost revenue opportunities.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Sl. 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 opportunity (Indicate positive or negative implications)
7.	Board Structure and Management	Risk	Board structure and management are critical for effective decision-making and oversight. Poor governance and lack of diversity can lead to conflicts of interest, mismanagement of resources and lack of strategic direction, resulting in financial losses, reputational damage and legal liabilities, posing significant risks to the company's stability and performance.	a) A diverse and independent board of directors that includes members with the appropriate skills and experience. The Board collectively contributes to fostering transparency, accountability, and sustainability in corporate operations, promoting trust gA robust policy framework guiding ethical and responsible business operations b) Board Diversity Policy formally integrated into the nomination process, ensuring varied skills, experiences, and backgrounds. c) Achieved 18% women representation in the Board of Directors d) The Independent Directors constitute 55% of the Board of Directors	Negative financial implications: a) If the board lacks diversity or expertise relevant to the Company's industry or challenges, it can lead to poor strategic decisions that might negatively impact financial performance of the Company. b) Failure to comply with applicable laws, regulations and corporate governance standards can expose the Company to legal and regulatory risks, including fines, lawsuits, and reputational damage.
8.	Risk Management	Opportunity	Risk management presents an opportunity for the Company to proactively identify and mitigate potential threats, such as climate change impacts or regulatory changes. By addressing risks effectively, the Company can safeguard its operations, enhance resilience, and capitalize on emerging opportunities in sustainable practices and markets.	a) The Company has a Risk Management Committee comprising majorly of Independent Directors to monitor and oversee the risks faced by the Company. b) The Company has implemented Enterprise Risk Management (ERM) procedure to identify the potential risks of the Company c) The Company is undertaking a climate risk assessment in FY 2025-26 under TCFD's framework, addressing transition risks through low-carbon technology integration, decarbonisation roadmap, CBAM-aligned reporting.	Positive financial implication: a) Proactive risk management can help avoid or mitigate potential financial losses associated with various risks, such as operational disruptions, legal liabilities, or reputational damage. By identifying and addressing risks early, the Company can minimize the financial impact of adverse events. b) By identifying and addressing ESG-related risks, such as climate change impacts, resource scarcity, labor issues, and governance failures, the Company can enhance their resilience to various economic, social, and environmental shocks. This can reduce the likelihood of financial losses due to disruptions in operations or supply chains. c) Proactively managing ESG risks can lead to cost savings in several areas, such as energy and resource efficiency, waste reduction, employee health and safety, and regulatory compliance.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 processes									
1. a. Whether your entity's policy/policies cover each principle and its core element 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)	All the policies formulated have been recommended by the appropriate Committees to the Board of Directors. The Policies have been finally approved and adopted by the Board in consultation with the Management of the Company.								
c. Web Link of the Policies, if available	Policies on Diversity, Equity & Inclusion, Environment, Health & Safety, Related Party Transactions, Risk Management Policy, Code on Prohibition of Insider Trading, Determination of Materiality of Events, CSR Policy etc. are available under the following link: https://ramkrishnaforgings.com/policies/								
2. Whether the entity has translated the policy into procedures (Yes / No)	Yes, the Company has the necessary structure in place to implement the policies.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	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 undertaken the following national and international codes/certifications/ labels/ standards:** ➢ ISO 9001:2015: QMS Certification for Non-Automotive Parts ➢ IATF 16949:2016: QMS Certification for Automotive Parts ➢ ISO 22163: 2023: Railway Industry Quality Management System ➢ ISO 14001:2015: Environment Management System Certification ➢ ISO 45001:2018 Occupational Health and Safety Management System Certification ➢ ISO/IEC 17025:2017: NABL accreditation for General Requirements for the Competence of Testing & Calibration Laboratories ➢ ISO 50001:2018 Energy Management System ➢ EN 15085-2: classification level CL1: Welding of Railway Vehicle and components ➢ DIN EN ISO 3834-2: Welding Workshop ➢ CQI 9, 12 – Special process – Heat Treatment, Coating ➢ UNI EN ISO 3834 Part 2:2021: Railway Components								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	➢ Aims to achieve Net Zero by 2040 ➢ Aims to increase Renewable Energy (RE) mix to 100% by 2033 ➢ Aims to achieve 50% reduction in scope 1 and scope 2 emission by 2028 and 100% by 2033 ➢ Aims to achieve Zero Liquid Discharge (ZLD) across all Plants by 2030 ➢ Aims to procure 100% green steel by 2040 ➢ Targets to train and employ 100 persons/youth from local villages by 2030 ➢ Train 100% of employees on ESG by 2025 ➢ Train 100% employees on Human Rights by 2025 ➢ Aims to achieve 100% supplier ESG audits by 2030 ➢ Aims to increase representation of women in the Company's leadership team by 10% by 2030 ➢ Achieve equal pay for men and women by 2030 ➢ Aims to achieve accident free workplace.								

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company has prepared its ESG Roadmap that includes goals, specific commitments, and targets. The Company has already started the implementation of its initiatives identified under its roadmap. During the Financial Year 2025-26: ➢ 99% of permanent employees have been trained in ESG ➢ 99% of permanent employees have been trained in Human Rights ➢ 97% of permanent employees were trained in the Company's Code of Conduct ➢ 27 persons/youth from local villages were trained and hired as permanent employees and as on March 31, 2026, 145 persons/youth from local villages were trained and hired as permanent employees. ➢ Procured 100% renewable energy for its Head Office in Kolkata from 1st January 2025 ➢ Developed and launched a supplier risk framework and started supplier ESG assessments ➢ Currently 37% of suppliers are within the same state of the manufacturing plants ➢ Achieved Zero Liquid Discharge in majority of the Plants ➢ Completed installation of 10.24 MW capacity Rooftop Solar Project at its existing forging plants in Saraikella and Dugni at Jamshedpur, Jharkhand, thereby achieved an increase of 17.3% in total installed RE Capacity. ➢ Undertaken various energy conservation activities during the Financial Year 2025-26 to reduce Scope 1 & 2 Emissions ➢ 40% increase in recycled wastewater and 18% decrease in water procured from third party by setting up 295 KLD Effluent Treatment Plant (ETP) and 242 KLD Sewage Treatment Plant (STP) across the Company's Plants at Jamshedpur, Jharkhand. ➢ Company achieved zero Lost Time Injury Frequency Rate (LTIFR) and zero fatalities in FY 2025–26. ➢ Signed a multi-year MoU effective from FY 2028, supporting carbon-neutrality milestones. ➢ Entered into Purchase Power Agreement and other relevant agreements for procurement of 30 MW of Solar power under captive generation scheme. ➢ Entered into Purchase Power Agreement for installation of 0.98 MW capacity of Roof Top Solar power project at the Plant situated at Manesar, Haryana These activities are monitored regularly by Mr. Lalit Kumar Khetan, Whole-time Director & Chief Financial Officer (DIN: 00533671) along with Mr. Rajesh Mundhra, Company Secretary & Compliance Officer of the Company. The Environmental Social & Governance (ESG) updates are also shared on a quarterly basis.

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:

Our mission statement is "Impact through Empowerment" and this is the driving philosophy we strive to preserve. Our ESG vision integrates eight (8) material topics identified through a materiality assessment, aligned with our five (5) sustainability pillars. The five (5) pillars of sustainability for the Company are as follows:

1. **Robust Governance**: We uphold effective governance across all operations through transparent practices, ethical conduct, and a robust risk management framework that ensures accountability at every level of the organisation.
2. **Environmental Consciousness**: We follow the principle of environmental consciousness across all our operations. We are committed to preserving biodiversity and making judicious use of resources reducing carbon footprint and GHG emissions, mitigating climate change, and optimising business operations.
3. **Valuable Partnerships**: We build strategic, ESG-aligned relationships with suppliers, customers, and institutions to co-create a transparent, low-carbon, and resilient value chain.
4. **Rewarding Workplace:** We understand the importance of communities for the sustainability of our business operations. The Company aspires to be the preferred employer for its people. We contribute to the development of our neighbouring community through local hiring and regional sourcing, and champion diversity and inclusion.
5. **Empowered Community:** The Company conducts its business ethically, responsibly, and transparently. We follow an effective governance model and believe in the value of integrity to achieve both business and sustainability goals.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Company has already aligned nine (9) United Nations Sustainable Development Goals (UN SDGs) and aims to align all remaining goals by 2030. We believe that no ambition can be achieved in isolation, which is why we are committed to aligning all our commitments with the UN SDGs

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):

Mr. Lalit Kumar Khetan

Whole Time Director & Chief Financial Officer (DIN: 00533671)

Telephone no: 033 71220900

Email id: secretarial@ramkrishnaforgings.com

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:

At present the decisions pertaining to Sustainability issues are taken by Mr. Lalit Kumar Khetan, Whole-time Director & Chief Financial Officer (DIN: 00533671) jointly in consultation with the management of the Company.

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 P1 P2 P3 P4 P5 P6 P7 P8 P9	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) P1 P2 P3 P4 P5 P6 P7 P8 P9
	Performance against above policies and follow up action	The policies of the Company are reviewed at required intervals by Director/Board of Directors/Board Committee. The effective implementation of the policies are assessed and requisite amendments/ modifications are approved and adopted.	Annually
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all the statutory requirements relevant to the principles.	Annually

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, The Policies of the Company on Supplier Quality Manual, Quality, Environment, Health & Safety, are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through the Internal Audit mechanism.									

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 able 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)									

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD) **Key Managerial Personnel (KMP)**	5	a) Business Overview b) Strategic Outlook c) Safety, Health & Environment and d) Risk Management e) Labour Codes	88%
Employees other than BoD and KMP	670	a) Training on POSH, ESG, Human Rights and policy related matters including Anti-Bribery and Anti-Corruption issues. b) Health, Safety & Environmental Management c) Behavioral & Leadership Development d) Quality, Systems & Standard Compliance e) Design and Engineering f) Advanced Technical & Process Training g) Electrical, Automation & Mechanical Systems	83%
Workers	631	a) Training on POSH, ESG, Human rights and policy related matters, including Anti-Bribery and Anti-Corruption issues. b) Safety, Health & Environment at Shopfloor c) Shopfloor Quality & Process Standards d) Shopfloor Operations & Machine Handling e) Technical Skills & Equipment Maintenance f) Induction, OJT & On-the-Job Programmes	88%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025-26 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

*In accordance with the Materiality Threshold determined as per the Policy for Determination of Materiality framed in accordance with Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended).

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes, the Company has an Anti-Bribery and Anti-Corruption Policy in place w.e.f 1 October, 2023. The Policy can be accessed at the weblink: https://ramkrishnaforgings.com/wp-content/uploads/2024/03/Anti-Bribery-and-Corruption-ABAC-Policy-1st-October-2023.pdf

The policy inter-alia prevents an employee of the Company from engaging in any corrupt practices that are against the rules, laws and regulations in India or other countries in which the Company operates, including but not limited to, Foreign Corrupt Practices Act, 1977 ('FCPA') (United States), United Kingdom Bribery Act, 2010 ('UKBA'), Prevention of Corruption (Amendment) Act, 2018 ('POCA') (India) and other Anti-bribery and Anti-corruption laws and regulations, as may be applicable.

The Policy is applicable for the Designated Employees and Third Parties/Third Party intermediaries include, subcontractors, agency staff, agents, service providers, associated consultants, vendors, resellers, partners, alliance partners and similar third parties who represent the Company or its products and services or act on behalf of the Company. All personnel are encouraged to raise concerns about any issue or suspension of malpractice or any breach of this Policy or applicable ABAC laws at the earliest possible stage if he/she is unsure whether a particular act constitutes bribery or corruption or if he/she has any other queries, these should be raised with the Head of the Department and in cases of any conflict of interest, directly with the Company's Compliance Officer. The Employees are under any risk in the form of retribution or retaliation including the risk of his/her job.

The Company has zero-tolerance to bribery and corruption and is committed to conducting business in consonance with the applicable laws, the highest ethical standards and ensure(s) the prevention, detection and deterrence of bribery and corruption. The Policy is consistent with the Company's Code of Conduct which sets out that under no circumstances any employee should accept any offer, payment, promise to pay or authorization to pay any money or anything of value from customers, vendors, consultants that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud or opportunity for the commission of any fraud. The Company has a whistle blower policy which allows any employee of the company to disclose any unethical activity including corruption to the Ethics Counsellors of the Company. The Company also imparts training to its employees and workers for creating awareness and to obey all anti-corruption and anti-bribery regulations and the Anti-Bribery and Anti-Corruption Policy of the Company. The Employees are given the copy of the policy at the time of joining.

Further, in accordance with the terms and conditions of our purchase orders, respective suppliers undertake that he has not been involved in any corruption or bribery activities for obtaining orders from the Company. In case of any such activity, the Company reserves the right to blacklist the supplier and take the necessary remedies against him as per applicable laws.

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 was taken by any law enforcement agency against any of the Company's Directors, KMPs, Permanent Employees or Permanent Workers for charges of bribery or corruption during the Financial Year 2025-26 and the Financial Year 2024-25. The Company during the year has not received any cases relating to corruption /bribery. The Company also makes a Quarterly Reporting to the Board.

Segment	Current Financial Year (2025-26)	Previous Financial Year (2024-25)
Directors	NIL	NIL
Key Managerial Personnel (KMP)		
Permanent Employees		
Permanent Workers		

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

Conflict of Interest forms part of the Company's Code of Conduct for the Board Members and Senior Management Employees of the Company. The Company provides training on the Code of Conduct to its employees and workers on a regular basis and around 97% of permanent employees were imparted training. The Group Chief Human Resource Officer of the Company submits a Quarterly Certificate with respect to Violations, if any, of the Code of Conduct for the Board Members and Senior Management Employees to the Board of Directors at the end of each quarter.

No complaint with regard to conflict of interest was reported during the Financial Year 2025-26.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Particulars	FY 2025-26 (Current Financial Year)		FY 2024-25 (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				

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 corrective actions were required to be taken on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions on cases of corruption and conflict of interest by the Company as no complaints with regard to corruption and conflict of interest were reported during the Financial Year 2025-26.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	132 days	123 days

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.69%	1.21%
	b. Number of dealers / distributors to whom sales are made	6	5
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.92%	2.75%
	b. Sales (Sales to related parties / Total Sales)	7.39%	6.81%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)*	97.48%	74.12%
	d. Investments (Investments in related parties / Total Investments made)*	99.34%	30.81%

*Total Loans & Advances given to related parties and Investments in related parties represent Outstanding Balances as on 31 March, 2026 and 31 March, 2025 respectively.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
456	a) Governance, Ethics & Compliance b) Health & Safety Work c) Quality & Shopfloor Standards d) Technical & System Trainings e) On-Job Trainings	82%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

   The Company has a "Code of Conduct for the Board Members and Senior Management Employees", which manages any kind of conflict of interest involving the Board Members and Senior Management Employees of the Company. The Company, also on a quarterly basis, places before the Board of Directors a Certificate from the Group Chief Human Resource Officer certifying non-compliance, if any, of the "Code of Conduct for the Board Members and Senior Management Employees".

   The Board of Directors and the Senior Management Employees also, on an annual basis, affirms compliance with the Code of Conduct.

   Link of the Policy can be accessed on the website of the Company at the following Link: https://ramkrishnaforgings.com/wp-content/uploads/2024/07/RKFL-Code-of-Conduct-Board-Members-Senior-Management.pdf.

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:**

Particulars	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
Research and Development (R&D)*	₹ 995.70 Lakhs 0.27% of Revenue from Operations	₹ 1,123.47 Lakhs 0.31% of Revenue from Operations	NIL
Capex	₹ 250.30 Lakhs 0.07% of Revenue from Operations	₹ 398.56 Lakhs 0.11% of Revenue from Operations	

*It denotes total R&D expenditure including revenue expenditure

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

   Yes, the Company has established measures to integrate sustainable sourcing principles into its procurement and supplier management processes through its Supplier Quality Manual and ESG-driven supplier questionnaire and evaluation practices. The manual and the questionnaire outline the Company's expectations from suppliers with respect to quality, compliance, operational standards, risk management, and continuous improvement, while also encouraging adherence to applicable environmental, health, safety, and ethical business practices.

   In addition, the Company undertakes supplier assessments through sustainability questionnaires covering key environmental, social, and governance parameters such as GHG emissions, energy and water management, waste management, occupational health and safety, regulatory compliance, business continuity, human rights, anti-bribery and anti-corruption practices, and supplier ESG risk screening. The Company seeks to assess the ESG maturity of its suppliers and continuously monitor their performance across relevant sustainability parameters. Based on the evaluation outcomes, the Company intends to undertake supplier engagement and capability-building initiatives to drive continuous improvement in ESG performance across the supply chain.

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

   As part of our sustainable sourcing initiatives, we have ensured the procurement of sustainable raw materials, constituting 77% of the total raw material sourced during FY 2025-26. Further, the Company ensures to avoid the use of conflict minerals -tin, tantalum, tungsten, and gold (3TG) within its supply chain, making it certain that our final products remain entirely free from conflict minerals across manufacturing. The Company also undertakes supplier due diligence and promotes compliance with applicable sustainability and responsible procurement 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:**

   The Company primarily supplies its products to Original Equipment Manufacturers (OEMs) and Tier-1 automotive customers, thereby limiting the scope for direct reclamation of products at the end of their life cycle. However, the Company has implemented systems and processes to promote resource efficiency and responsible waste management across its operations. The Company undertakes reuse of iron pallets and bins in its packaging processes.

   The Company, however, has systems in place for disposal of E-waste, Hazardous waste and plastic waste in safe manner. The company also files returns with the appropriate statutory bodies for plastic waste. The Company also disposes off its waste through authorized recyclers and Transport, Storage and Disposal Facilities (TSDFs), in compliance with applicable statutory and regulatory 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, Extended Producer Responsibilities (EPR) is applicable to the Company under the importer category. Returns are submitted to the Pollution Control Board as required by the External Producer Responsibility.

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 weblink
259	Front Axle Beam	12.55%	Cradle to grave approach was chosen to assess the complete environmental impact across the product's life cycle	Yes	No
	Crown Wheels	5.11%		Yes	No
	Knuckles	3.12%		Yes	No

*Have been rounded off to the nearest two decimal places

The Company has completed the process of Life Cycle Assessment for 3 (three) of its major products namely Front Axle Beams, Crown Wheels and Knuckles. Details of the same are as follows:

The Company has identified the products for which the Company intends to undertake furthers life cycle assessments.

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

Name of the Product/Service	Description of the risk/ concern	Action Taken
Front Axle Beam	Global warming potential – Due to reliance on steel as the primary raw material and high consumption of electricity, the product has a high carbon footprint which may cause increased climate change effects.	➢ The Company aims to achieve mix of green steel as raw material that will significantly help to reduce the overall product carbon footprint. The Company aims to procure 25% of green steel by 2028, 50% by 2033 and 100% by 2040. ➢ The Company has also taken steps to reduce the consumption of Propane Gas and has adopted various energy conservation measures. ➢ The Company also plans to increase its renewable energy mix to 100% by 2033; this will also substantially help reduce the product carbon footprint.
Crown Wheel		
Knuckle		

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-use input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NIL	NIL	NIL

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

Since the Company supplies majority of its products to OEMs and Tier-1 automotive companies, the Company has limited scope for reclaiming products at the end of the product's life cycle.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Since the Company supplies majority of its products to OEMs and Tier-1 automotive companies, the Company has limited scope for reclaiming products at the end of the product's life cycle.

PRINCIPLE 3: Businesses should respect and promote the Well-being of all Employees, including those in their Value Chains

Essential Indicators

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

Category	Total (A)	% Of employees covered by									
		Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees											
Male	1796	1796	100%	1796	100%	NA	NA	1796	100%		
Female	78	78	100%	78	100%	78	100%	NA	NA	NIL	N.A.
Total	1874	1874	100%	1874	100%	78	4%	1796	96%		
Other than Permanent Employees											
Male	8	5	63%	NIL	NA	NA	NA	NIL	NA		
Female	1	1	100%	NIL	NA	NIL	NIL	NA	NA	NIL	N.A.
Total	9	6	67%	NIL	NA	NIL	NIL	NIL	NA		

*Health Insurance includes Employees eligible under Group Medical Coverage (GMC) and Employees eligible under Employees State Insurance (ESI) as may be applicable.

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

Category	Total (A)	% of Workers covered by									
		Health insurance#		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers											
Male	1304	1304	100%	1304	100%	NA	NA	1304	100%		
Female	2	2	100%	2	100%	2	100%	NA	NA	NIL	
Total	1306	1306	100%	1306	100%	2	0%	1304	100%		
Other than Permanent Workers											
Male	5733	5733	100%	5733	100%	NA	NA				
Female	76	76	100%	76	100%	76	100%	NIL		NIL	
Total	5809	5809	100%	5809	100%	76	1%				

Health Insurance includes Workers eligible under Group Medical Coverage (GMC) and Workers eligible under Employees State Insurance (ESI) as may be applicable.

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

Particular	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company*	0.574%	0.243%

*Revenue from Operations has been considered

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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.)
Provident Fund	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A	100%	100%	N.A
ESI*	14%	27%	Y	16%	31%	Y

*The percentage is determined on the basis of Total Permanent Employees and Total Permanent Workers of the Company. However, the coverage of ESI is 100% on the Permanent Employees/Workers to whom ESI is applicable as per the statutory laws and the balance are covered under Group Medical Coverage (GMC).

3. **Accessibility of workplaces:**

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

Yes, the Company's various locations, including offices and premises, have accessibility to differently abled visitors. We have wheelchairs facilities available and a sliding pathway in the required area.

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

The Company is an equal-opportunity employer. Our hiring system is free from any kind of discrimination based on age, colour, disability, marital status, nationality, race, religion, or sexual orientation. We strive to maintain a work environment that is free from any form of harassment or discrimination.

Further, the Company has adopted an Equal Opportunities Policy and is subject to applicable regulations, qualifications, and the merits of the individual.

The Code of Conduct (CoC) and DEI Policy is available on the website of the Company on the website at the following Links: https://ramkrishnaforgings.com/wp-content/uploads/2024/07/Diversity-Equity-Inclusion-Policy.pdf. and https://ramkrishnaforgings.com/wp-content/uploads/2025/08/Code-of-Conduct-Employees.pdf.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	NA*	100%	NA*
Female	100%	100%	NA#	NA#
Total	100%	100%	100%	N.A.

*Paternity Benefits have been introduced during the F.Y 2025-26
None of the female workers availed maternity leave in the current and previous reporting period

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

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

If Yes, then give details of the mechanism in brief:

The Company has an Employee Grievance and Redressal Policy in place to give its employees and workers a way to voice their concerns arising from employment. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by a Grievance Committee and in compliance with the Company's other policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behavior, inaction, or proposed action in relation to them.

According to the Grievance Redressal System, the employee/worker would communicate his/her grievance to the concerned HOD. If his/her grievance is not addressed properly, then the employee/worker has the liberty to approach the respective Plant Heads. The employee/worker can also approach the Grievance Redressal Committee or the Chairman/Managing Director, if the employee/worker feels that his grievance has not been redressed by the Plant Heads/Grievance Redressal Committee respectively.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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)
Total Permanent Employees	1874	NIL	NIL	1,570	NIL	NIL
Male	1796	NIL	NIL	1,510	NIL	NIL
Female	78	NIL	NIL	60	NIL	NIL
Total Permanent Workers	1306	860	66%	1,206	878	73%
Male	1304	860	66%	1,204	878	73%
Female	2	NIL	NIL	2	NIL	NIL

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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)
Employees										
Male	1796	1367	76%	1266	70%	1,510	1,068	71%	1,091	72%
Female	78	55	71%	44	56%	60	44	73%	30	50%
Total	1874	1422	76%	1310	70%	1,570	1,112	71%	1,121	71%
Workers										
Male	1304	1059	81%	1040	80%	1204	984	82%	817	68%
Female	2	2	100%	2	100%	2	2	100%	2	100%
Total	1306	1061	81%	1042	80%	1206	986	82%	819	68%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Permanent Employees						
Male	1,796	1450	81%	1,510	1,431	95%
Female	78	48	62%	60	43	72%
Total	1,874	1498	80%	1,570	1,474	94%
Permanent Workers						
Male	1304	861	66%	1,204	859	71%
Female	2	NIL	NIL	2	NIL	NIL
Total	1306	861	66%	1,206	859	71%

Performance and Career Development Reviews are undertaken for permanent employees/permanent workers who are employed for more than 6 months in the Company.

10. Health and Safety Management System:

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

Yes, the Company has implemented ISO 45001:2018 which specifies requirements for an Occupational Health and Safety (OH&S) management systems and provides guidance for its use to enable organizations to provide safe and healthy workplaces by preventing work related injury and ill health, as well as by proactively improving its OH&S performance.

ISO 45001:2018 helps in establishing, maintaining and implementing an OH&S management system to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies), take advantage of OH&S opportunities and address OH&S management system non-conformities associated with its activities.

The OH&S management system covers all employees, contract workmen and visitors working within the premises of the plant, ensuring compliance with statutory and organizational safety protocols. More than 90% of the Plants are covered under ISO 45001:2018.

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

The Company continuously initiates measures to promote employee well-being and healthcare; a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety process.

Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels in the following seven steps by a highly-skilled Process owner or a Qualified Safety coordinator well versed with details of the Health and Safety standards:

1. Pre-Assessment preparations
2. Pre-Assessment meeting with HSE Leaders
3. Conducting interviews
4. Walk-Round Tour/Quantification of Hazards (By Line Managers, HOD's, Safety Officers, System Dept. etc.)
5. Evaluation of Hazard/Person/Severity Factors
6. Employees engagement along with feedback mechanism
7. Post Evaluation activity for continuous improvement monitoring

These measures ensure a continuous and systematic process for the identification of hazards and mitigation of risks, contributing to a safer workplace environment.

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

Yes, the Company has the necessary process that needs to be followed for reporting incidents reported with respect to work related hazards.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Company is committed towards open communications and dialogue on workplace health, safety and environmental sustainability issues with its employees and stakeholder, and the Company's response to the concerns and suggestions. The Company establishes proactive Environment, Health & Safety objectives & target and reports publicly on progress and impacts. The Company also provides all necessary Personal Protective Equipment (PPEs) to its employees and workers and ensures usage of the same across all its Plants. The Company ensures integration of safe ergonomic policies at its workplace.

The Company cooperates with government, industry, academia and the public in support of regulations, research and programs that address areas of Environment, Health & Safety concerns.

The Company achieved zero Loss Time Injury Frequency Rate (LTIFR) and fatalities in the Financial Year 2025-26.

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

All the Company's Plants are equipped with Non-Occupational Medical and Healthcare services. The Company also has Health Care centres duly equipped with basic medical facilities and doctors. Further, all the employees and workers of the Company are covered under Health Insurance or Employees State Insurance Corporation as per eligibility for non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees/ Workers	NIL	NIL
Total recordable work-related injuries		NIL	NIL
No. of fatalities		NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)		NIL	NIL

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

The Company considers employees and workers as its most valued assets and prioritizes their health and safety. The majority of its personnels are employed in manufacturing facilities. Some of the initiatives taken by the Company are as follows:

1. Daily Safety talk with employees/workers
2. Safety training and Job specific training
3. Work Permit System
4. Safety Audit
5. Safety Committee Meeting
6. Necessary measures taken as per HIRA & Aspect Impact assessment
7. Mock Drill
8. Near Miss Identification and compliance
9. 5 'S' Audit and its compliance maintain inside premises
10. Health Checkups of employees/workers
11. Unsafe Act/Unsafe Condition identification and closure
12. Display of various Safety Signs/Signage
13. Safety Policy
14. Fire prevention and fire control
15. Adherence of Personal Protective Equipments (PPEs)

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

Particulars	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	NIL	NIL	No Remarks	NIL	NIL	No Remarks
Health and Safety	NIL	NIL	No Remarks	NIL	NIL	No Remarks

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed by the entity or statutory authority or third party
Health and safety practices	100%
Working Conditions	100%

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

In each of our locations, the Company is committed to monitoring the rate of accidents. All assessment points are generally closed within 30 (thirty) days from the date of receipt. The Company has adopted a health and safety-first mindset in the performance of duties. The strong commitment of the management, employees and workers to maintain a safe workplace has resulted in the overall reduction in health and safety incidences.

The Company achieved zero Loss Time Injury Frequency Rate (LTIFR) and fatalities during the Financial Year 2025-26.

Leadership Indicators

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

Yes, the Company has a Group Personal Accidental Policy (GPA). Under this policy the employees get the accidental and death benefits. In case of death, there are separate thresholds which gets paid as compensation to an employee/ worker.

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

Generally, contractors are liable for the following payments:

- Minimum Wages to workers.
- Gratuity on completion of continuous service of 5 years.
- GST payment to Government on realization from the principal.
- Deposit of employers' contribution and employees' contribution to PF and ESIC with the Government.
- Payment of Bonus to Workers.

Our Company has a robust system and control to monitor and ensure that the contract workers are not deprived in any manner, and they are being paid in full for all the wages for which they are eligible. It is ensured that the payment by the contractors is made to their employees' account, and we verify the amount transferred to the workers' account.

For PF and ESI, the Company is making payment to the Government by debiting the account of the Contractors so that there should not be any lapses in ensuring full payment of the workers to the Government's account.

For GST, the payments are made to the Contractors after ensuring that necessary returns are being filed by the Contractors.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	NIL	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, subject to the criticality of role and business needs employment-retention programme is available in the Company. In addition to this, capacity building and training sessions for skill upgradation are provided to employees and workers, irrespective of their tenure in the Company, which enhances their employability in case of termination of employment. For employees approaching retirement, we support them by facilitating a smooth transition through structured assistance. This includes guidance on financial planning and accessing statutory benefits such as EPF withdrawals, pension applications, etc.

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

Essential Indicators

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

The Company recognizes that engaging with stakeholders is integral to its business. The identification of the key stakeholders is done based on material influence those stakeholders have on the Company and how they are affected by the decisions made by the Company and its consequences. The Company is committed to engaging with stakeholders regularly to meet their expectations and formulate business strategies to deliver shared value while making transparent and long-term business relationships. To improve existing relationships with stakeholders, the Company identifies relevant material issues to deliver enhanced value to society. Further, in order to understand stakeholder needs and improve current business processes, the Company collaborates with stakeholder groups to meet future industry challenges.

Stakeholder Identification Process

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

Stakeholder Group	Whether identified as Vulnerable and 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
Investors	No	➢ Earnings Conference calls ➢ Plant Visits ➢ Annual Reports ➢ Investor Presentations ➢ Press Releasees ➢ Website ➢ Stock Exchange Intimations	Quarterly Annually Periodically	➢ Information about important updates of the Company to help the investors to undertake informed decisions on the Company
Employees	No	➢ Internal Emails ➢ Company Intranet ➢ Newsletters ➢ Performance Appraisals ➢ Training Programs	Periodically	➢ Compensation and employee's benefits ➢ Organizational Announcements and Updates ➢ Employee Training ➢ Employees Feedback and resolution thereof

Stakeholder Group	Whether identified as Vulnerable and 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
Customers	No	➢ Plant Walkthrough & Tours ➢ Personal Visits ➢ Participation in surveys conducted by customers ➢ Customer Grievance Redressal ➢ Emails	Periodically	➢ Customer requirements ➢ Maintain product quality ➢ Customer Retention ➢ Customer Satisfaction
Suppliers	No	➢ Supplier site visits ➢ Supplier Performance Monitoring Activities ➢ Email Communication periodically	Periodically	➢ Build long lasting relationships ➢ Monitor Supplier Performance Quality ➢ Ensure Supplier competency and compliance
Community	No	➢ CSR Activities ➢ Volunteering Activities ➢ Community Events & Workshops ➢ Community Surveys	Periodically	➢ Ensure upliftment of local community ➢ Understand the needs of the Community and respond in an effective manner
Government and Regulatory Bodies	No	➢ Official communication channel ➢ Regulatory Audits	Periodically Annually	➢ Regulatory Compliance Practices

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 regularly communicates with all its stakeholders through the Company's website www.ramkrishnaforgings.com, where information related to its business, products and investor's information including financial performance and other statutory disclosures are updated from time to time. The information on the Company's financial performance and other statutory disclosures are also updated periodically on the website of the Stock Exchanges where the equity shares of the Company are listed i.e. BSE Limited (BSE) and National Stock Exchange of India Limited (NSE).

   Furthermore, mandatory disclosures as required under Regulations 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are disseminated on the website of the Company at the following Link: https://ramkrishnaforgings.com/disclosure-under-reg-46-of-sebi-lodr-regulations-2/.

   The CSR team regularly interacts with the communities around our plants to understand their requirements which will have a social /economic / safety aspect and accordingly tailors the CSR plans for appraisal to the CSR committee. The projects as approved by the CSR Committee are appraised to the Board.

   Ongoing stakeholder engagement and consultation are carried out by the management team, along with various departments collaborating with them.

   The Company evaluates the economic, environmental and social topics relating to various stakeholders as applicable through its respective Committees and the same is appraised and reviewed by the Board on a Quarterly basis.

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

   Yes, the Company has always maintained a regular and proactive engagement with the Company's key stakeholders allowing it to effectively work closely with its stakeholders and also be transparent about its outcomes. Based on interactions with stakeholders, the Company periodically reviews and updates its policies as and when required. The Company based on the inputs received from various community stakeholders implemented various projects which interalia also included projects related to installation of the street lights which improved safety of the peoples on the highways, construction of the concrete road in villages to improve connectivity which improves their social and economic life, installation of handpumps to improve water availability to villages, organisation of health camps for villagers etc.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 local communities in the states of Jharkhand and West Bengal through its Corporate Social Responsibility (CSR) Initiatives, which are implemented through its CSR Trust, Ramkrishna Foundation. The Company endeavours to enhance the infrastructure of schools. By addressing the specific needs of various stakeholder groups, the Company offers support whenever possible and feasible through its community and social development programs.

The Company during the Financial Year 2025-26 contributed towards the Community Upliftment through infrastructure, healthcare, education and waste management programs including the following:

a) Installed and maintained streetlights across several villages covering approximately 16 km along the busy Kandra–Saraikela Road and adjoining village roads in Jharkhand.

b) Installed water facilities comprising a borewell, water cooler, and water purifier at the Saraikela Commissionerate Campus.

c) Distributed quality seeds of agricultural crops to poor farmers, resulting in improved household food security and enhanced agricultural income.

d) Extensive infrastructure development was undertaken for the Government Higher Secondary School, Village Dugni, Saraikela.

e) Distributed Free Meal to underprivileged children.

f) Organized regular health check-up camps in nearby villages from the company's various plant locations.

g) Improved infrastructure of the community health centres located near the Company's plants.

h) Installed litter bins in Jamshedpur and Saraikela, Jharkhand to strength the cleanliness drive in the society.

i) Installed radium stickers, road safety barricades and rubber speed breakers for safety of Commuters.

j) Improved infrastructure and facilities in Dalma forest valley.

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 2025-26 (Current Financial Year)			FY 2024-25 (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	1874	1855	99%	1570	1554	99%
Other than permanent	9	NIL	NA	NIL	NIL	NIL
Total Employees	**1883**	**1855**	**99%**	1570	1554	99%
Workers						
Permanent	1306	1291	99%	1,206	1,097	91%
Other than permanent	5809	4838	83%	5,003	4,653	93%
Total Workers	**7115**	**6129**	**86%**	6,209	5,750	93%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F / D)
EMPLOYEES										
Permanent										
Male	1796	NIL	NIL	1796	100%	1,510	NIL	NIL	1,510	100%
Female	78	NIL	NIL	78	100%	60	NIL	NIL	60	100%
Other than Permanent										
Male	8	NIL	NIL	8	100%	NIL				
Female	1	NIL	NIL	1	100%					
WORKERS										
Permanent										
Male	1304	NIL	NIL	1304	100%	1204	NIL	NIL	1204	100%
Female	2	NIL	NIL	2	100%	2	NIL	NIL	2	100%
Other than Permanent										
Male	5733	5708	100%	25	0%	4909	4909	100%	NIL	NIL
Female	76	76	100%	NIL	0%	94	94	100%	NIL	NIL

3. Details of remuneration/salary/wages

3. a. Median remuneration / wages as on 31 March, 2026:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)*	Number	Median remuneration/ salary/wages of respective category (Rs. in Lakhs)*
Board of Directors (BoD)[@]	9	119.20	2	10.98
Key Managerial Personnels (KMPs)[#]	5	217.48	NIL	NIL
Employees other than BoD and KMP	1793	8.39	78	7.87
Workers	1304	4.31	2	2.30

*Remuneration mentioned above is in lakhs per annum and excludes Commission pending approval from the shareholders.

@Board of Directors include 4 Executive Directors, 1 Non- Executive Non-Independent Director and 6 Non-Executive Independent Directors including 2 Woman Independent Directors.

#Key Managerial Personnels include 1 Managing Director, 3 Whole-time Directors and a Company Secretary.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Current Financial Year)
Gross wages paid to women as % of total wages	2.86%	2.84%

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)

Human Rights Policy outlines the Company's position in ensuring that all relevant stakeholders – staff, suppliers, customers and the general community, who are impacted by our business operations, are treated with respect and dignity. It provides a framework of common principles that apply to our business practices to ensure that we promote human rights. The Company is committed to respecting the human rights of all its stakeholders and uphold our commitment to respect Human Rights through policies, standards, and practices. The Chief Human Resource Officer (CHRO) of the Company is responsible for addressing human rights issues caused by the business.

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

The Company has a grievance redressal mechanism to report any violation or suspected violation related to human rights. All complaints received are tracked down and addressed swiftly by the appropriate authorities. The grievance redressal process involves filling of complaint, acknowledgement to complaint received, Human Rights review & investigation and grievance resolution. The Company has Employee Redressal Mechanism and Dispute Settlement Policy which outlines the internal mechanisms to address the grievances related to human rights. This policy can be accessed at the following link: http://172.21.1.207/Policies/Grievance/23-Employee_Grievance_Dispute%20Settlement%20Policy.pdf

The Company also has a Human Rights Policy in place, approved by the Board of Directors. The Policy can be accessed at the following Link: https://ramkrishnaforgings.com/wp-content/uploads/2025/08/Human-Rights-Policy.pdf .

The Company also has a Policy on Prevention of Sexual Harassment at Workplace, which can be accessed at the following Link: https://ramkrishnaforgings.com/wp-content/uploads/2025/08/Prevention-of-Sexual-Harassment-Policy.pdf.

The Company quarterly places before the Board of Directors, certificates signed by the Group Chief Human Resource Officer, details as required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Whistle blower policy, with respect to number of complaints received, number of complaints disposed and number of complaints pending, if any.

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

Particulars	FY 2025-26 (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
Sexual harassment	NIL			NIL		
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour						
Wages						
Other human rights related issues						

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Particulars	FY 2025-26 (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		
Complaints on POSH upheld		

The Company on a quarterly basis, places before the Board of Directors, a certificate on receipt and status of complaints as required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

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

The Company follows a "no-compromise" stance on issues related to Human Rights. Infringing on Human Rights or refusing to cooperate results in disciplinary action up to the termination of the business relationship. Stakeholders are expected to be alert to any Human Rights violations in our direct and indirect operations and report them promptly. The Company ensures that no retaliatory action can be taken against any employee or stakeholder for raising concerns related to human rights.

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

Yes, the Company's Supplier Quality Manual lays down requirements related to human rights as a part of the Supplier Code of Conduct section. Business partners are required to sign an undertaking as a part of the supplier contract which contains aspects on human rights. The Company do not engage with suppliers who do not have an undertaking of non-involvement in Child labour or forced labour. Providing a work environment free from discrimination and harassment is a required standard for suppliers.

10. Assessments for the year:

The Company on quarterly basis assesses 100% of its plants and offices by Internal Auditors who audit the statutory compliances in relation to the particulars mentioned below.

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

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

All the plants and offices of the Company were found to be complying with the requirements and as a result, no corrective actions were required on the criteria stated above.

Leadership Indicators

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

The Human Rights Policy outlines the Company's position in ensuring that all relevant stakeholders – staff, suppliers, customers and the general community, who are impacted by its business operations, are treated with respect and dignity. This policy provides a framework of common principles that apply to the business practices to ensure that the Company promote human rights. The Company has zero tolerance for sexual harassment including in its supply chain. The Company does not engage with suppliers who do not have an undertaking of non-involvement in Child labour or forced labour. Infringing on Human Rights or refusing to cooperate will result in disciplinary action up to the termination of the business relationship.

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

Human Rights Due Diligence is being covered as part of the other compliance audits presently. The Company has undertaken exclusive Human Rights Due Diligence exercise in FY 2025-26.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Company has undertaken "Great Place to Work Institute's Trust Index Survey from Great Place to Work encompassing the various attributes of human rights in their survey. They have ranked the Company as a "Great Place to Work for January 2026 to January 2027".

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, our premises have accessibility to differently abled visitors. We have wheelchairs facilities available and a sliding pathway in the required area.

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	100%
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

   No corrective actions were taken to address significant risks/concerns arising from the assessments in Question No. 4.

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

Essential Indicators

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From Renewable Sources			
Total electricity consumption (A)	GJ	32,899	31,146
Total fuel consumption (B)	GJ	NIL	NIL
Energy consumption through other sources (C)	GJ	NIL	NIL
Total energy consumption from renewable sources (A+B+C)	GJ	32,899	31,146
From Non-Renewable Sources			
Total electricity consumption (D)	GJ	9,53,725	8,78,391
Total fuel consumption (E)	GJ	3,00,065	4,13,056
Energy consumption through other sources (F)	GJ	NIL	NIL
Total energy - consumed from non- renewable sources (D+E+F)	GJ	12,53,790	12,91,447
Total energy consumed (A+B+C+D+E+F)	GJ	12,86,689	13,22,593
Energy intensity per rupee of turnover ***(Total energy consumption/ turnover in rupees)***	GJ/INR	0.000034	0.000036
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ***(Total energy consumed / Revenue from operations adjusted for PPP)***	(GJ/INR) *PPP	0.00070	0.00075
Energy intensity in terms of physical output	GJ/MT	6.78	6.75
Energy Intensity (optional)- the relevant metric may be selected	–	-	-

Note: 1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an ex external agency? (Y/N) If yes, name of the external agency – Yes, TUV SUD, an independent external agency has assured the data.

2. The above data does not include Casting Plant as it commenced commercial production on 31st March,2026

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 at present does not have any site/facility identified as designated consumers under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	NIL	NIL
(ii) Groundwater	1,76,871	1,71,846
(iii) Third party water	1,33,730	1,59,304
(iv) Seawater / desalinated water	NIL	NIL
(v) Others (Harvested Rainwater)	30,878	14,464
Total volume of water withdrawal (In Kiloliters) (i + ii + iii + iv + v)	3,41,479	3,45,614
Total volume of water consumption (In Kiloliters)	3,41,479	3,45,614
Water intensity per rupee of turnover *(Water consumed / turnover in INR) (KL/INR)*	0.00000909	0.0000095
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue *from operations adjusted for PPP) (KL/INR)*PPP*	0.000185	0.00020
Water intensity in terms of physical output *(KL/MT)*	1.80	1.76
Water intensity (optional)- the relevant metric maybe selected	-	-

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 – TUV SUD, an independent external agency has assured the data.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in Kilolitres)		
(i) Surface water		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(ii) Groundwater		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third parties		
-No treatment	NIL	10,100
-With treatment – please specify level of treatment	NIL	NIL
(v) Others		
-No treatment	NIL	NIL
-With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in Kiloliters)	NIL	**10,100**

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 - TUV SUD, an independent external agency has assured the data.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

The Company has set a target to have Zero Liquid Discharge (ZLD) across all its Plants by 2030.

The Company has already set up 295 KLD Effluent Treatment Plant (ETP) and 242 KLD Sewage Treatment Plant (STP) across Plants of the Company at Jamshedpur, Jharkhand. The Company has also achieved Zero Liquid Discharge (ZLD) in majority of the Plants at Jamshedpur, Jharkhand.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	mg/Nm3	27.17	34.5
SOx	mg/Nm3	11.43	20.5
Particulate matter (PM)	Mg/Nm3	75.04	88.4
Persistent organic pollutants (POP)	Mg/m3	NA	NA
Volatile organic compounds (VOC)	Mg/m3	<2.5	<2.5
Hazardous air pollutants (HAP)	Mg/m3	NA	NA
Others–please specify	–	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – Yes – ELESPL, accredited by NABL and Jharkhand State Pollution Control Board.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and 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)	tCO_2e	14,879.55	27,350.74
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, FCs, SF6, NF3, if available)	tCO2e	1,87,633.01	1,77,123.70
Total Scope 1 and Scope 2 emissions per rupee of Turnover (In INR)	tCO2e/INR	0.00000539	0.00000563
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	(tCO2e/ INR)*PPP	0.0001097	0.0001162
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/MT	1.068	1.043
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant matric may be selected by the entity	–	-	-

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

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

The Company is constantly evaluating ways to reduce energy consumption at its manufacturing processes and reduce emissions of Green House Gasses (GHG) which are responsible for global warming. The Company aims to achieve Net Zero by 2040 and procure 100% green steel by 2040. The Company has set a target of reducing Scope 1 & Scope 2 Emissions by 50% and Scope 3 Emissions by 30% by 2030.

Steps taken during the Financial Year 2025-26:

The Company has completed installation of 10.24 MW capacity Rooftop Solar Project at its existing forging plants in Saraikella and Dugni at Jamshedpur, Jharkhand.

9. 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)		
A.1 Plastic Drum	39.21	NIL
A.2 Plastic Scrap	1.62	
A.3 Scrap Plastic Spool	20.88	
A.4 Scrap Plastic Spool Broken	11.70	
E-waste (B)	3.4976	8.622
Bio-medical waste (C)	0.020	0.018
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	32.82	33.712
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)		
G.1 Used Oil	45.63	266.747
G.2 Used Grease	0.98	
G.3 ETP Sludge	126.10	
G.4 Paint Sludge	77.92	
G.5 Cotton Rags	3.94	
Other Non-hazardous waste generated (H)		
H.1 Aluminum Scrap	7.85	**NIL**
H.2 Boring Scrap	62727.73	
H.3 Wooden Scrap	146.40	
H.4 Grinding Scrap	7.80	
H.5 Component Scrap	6304.66	
H.6 Other Scrap	2677.81	
Total (A+B + C + D + E + F + G + H)	**72,236.57**	**309.099**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) *(MT/INR in Lakhs)*	0.1924	0.0009
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) *(MT/INR in Lakhs)*PPP*	3.913	0.0176
Waste intensity in terms of physical output *(MT/MT)*	0.381	0.0016
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled/Re-used	72,028.59	95.007
(iii) Other recovery operations	NIL	NIL
Total	**72,028.59**	**95.007**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	207.98	214.074
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total	**207.98**	**214.074**

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, TUV SUD, an independent external agency has assured the data.

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

The Company is constantly working to reduce hazardous and non-hazardous waste in its manufacturing sites. Throughout the year, the Company has implemented measures such as recycling waste oil, thus reducing hazardous waste load and recycling Effluent Treatment Plant (ETP) sludge, which reduces disposal to landfills.

Managing Hazardous Wastes: Hazardous wastes are handled as per the requirements, and a waste registry is maintained. They are disposed to the relevant authorised agencies for proper handling. The Company complies with the statutory Rules and Regulations of the Jharkhand State Pollution Control Board (JSPCB) on how these products must be properly stored, handled, shipped, or recycled to limit exposure potential as well as all international standards that apply to the Company in the locations where it operates.

Hazardous waste generated by the Company is sent to authorized TSDF facilities, where the residues are pre-processed for utilization by authorized co-processors. The Company has a robust data collection system and incorporates waste generated into its monthly environmental MIS.

The Company is also implementing a 9R waste management plan that will help to reduce and efficiently manage Company's waste across Plants.

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

The entity does not have any operations in/around ecologically sensitive areas for which environmental approvals / clearances are required.

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

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

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

Yes, the Company is compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, 1974, the Air (Prevention and Control of Pollution) Act, 1981, the Environment (Protection) Act, 1986, and the rules made thereunder, during the Financial Year 2025-26. The Company undertakes quarterly monitoring assessments through external agencies accredited by the National Accreditation Board for Testing and Calibration Laboratories (NABL) and the Jharkhand State Pollution Control Board (JSPCB).

There have been no instances of non-compliance, penalties, or regulatory notices issued against the Company during FY 2025-26.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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:**

   10 (Ten)

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indo American Chamber of Commerce (IACC)	National
2.	Engineering Export Promotional Council (EEPC)	National
3.	Indo German Chamber of Commerce (IGCC)	National
4.	Automotive Component Manufacturers Association of India (ACMA)	National
5.	Confederation of International Manufacturers	National
6.	Federation of Indian Export	National
7.	Confederation of Indian Industries (CII)	National
8.	The Institute of Indian Foundrymen (IIF)	National
9.	Singhbhum Chamber of Commerce (SCC)	State
10.	Adityapur Small Industries Association (ASIA)	State

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

   There were no incidents of anti-competitive conduct by the Company during the reporting period i.e, Financial Year 2025-26. Therefore, no corrective actions were taken by any regulatory authority on any issues related to anti-competitive conduct.

Leadership Indicators

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

Sl. 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
The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular.					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

   The Company undertakes its Corporate Social Responsibility activities through various "CSR Yojanas". However, the Company has not conducted any Social Impact Assessment as the same is not applicable as per the applicable laws.

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
No Social Impact Assessments of projects were required to be undertaken during the Financial Year 2025-26 as per the applicable laws.					

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

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

   The company undertakes maximum of its **CSR** activities for the communities around the plants of the company at Jharkhand. This has been done with the motive to improve the quality of life of the community settled around the plants in Jharkhand. Our team has been bestowed with the responsibility to monitor the **CSR** projects undertaken by the company on a regular basis and, liaison with the communities at large to understand their requirements to help the company to develop the **CSR** projects to meet their requirements and have maximum impact. In the process they continuously engage with the communities in the areas of operation. Any grievances brought to the attention of the Corporate Social Responsibility Committee are timely addressed and resolution is reached.

   The Company implements all its **CSR** activities through its implementing agency Ramkrishna Foundation, CSR Trust, which is managed by the Company.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ Small Producers*	6%	2%
Directly from within India*	94%	97%

*Only covers Raw Materials

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

Location*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	50%	NIL
Semi-urban	5%	NIL
Urban	38%	83%
Metropolitan	7%	17%

*Location has been categorized as per RBI Classification System – rural/semi-urban/urban/metropolitan
Note: Population in the above-mentioned locations is in accordance with RBI 2011 Census

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
Since no Social Impact Assessments were required to be done for projects during the Financial Year 2025-26, no corrective actions were required to be taken.	

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 INR)
Presently, the Company is not undertaking any projects in aspirational districts as identified by government bodies.			

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:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
a.	Ramkrishna Jankalyan Yojana – Installation and maintenance of Street Lights Project	The project directly benefits around 10000 to 15,000 people, per day, from the nearby villages, drivers of the heavy commercial vehicles plying on that road, two-wheelers/ four wheelers riders, students, and daily commuters using the road.	75%
b.	Ramkrishna Jankalyan Yojana - Contribution under Jalminar Project – Construction of Borewell, Installation of Water Cooler & Water Purifier	Around 2,000 persons benefit from the facility every day.	70%
c.	Ramkrishna Jankalyan Yojana – Free Meal Distribution to Underprivileged Children and Old Age Home per day	500	100%
d.	Ramkrishna Jankalyan Yojana- Support for Children at Orphanage	15	100%
e.	Ramkrishna Jankalyan Yojana- Distribution of Seeds to Poor Farmers, Plantation of Trees, Beautification & Gardening	Direct beneficiaries: Around 300–500 farming families, with indirect benefits extending to over 2,000 family members.	100%
f.	Ramkrishna Siksha Yojana – Renovation of Government School	1000	95%
g.	Ramkrishna Swastha Yojana – Care for Autism	22	82%
h.	Ramkrishna Swastha Yojana – Running of Medical Centre	Around 7,000 persons p.a. from the nearby villages.	75%
i.	Ramkrishna Swastha Yojana – Health Check-up Camps & Blood Donation Camps	Around 4,000 persons p.a.	80%
j.	Ramkrishna Jankalyan Yojana – Installation and maintenance of Litter bins with AdMyBinn	Cannot be ascertained	N.A.

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

Essential Indicators

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

The Company has an integrated management system procedure for handling and resolution of customer complaints. The Company is predominantly a B2B Company and sells its products to large Original Equipment Manufacturers (OEMs) and Tier 1 customers across various end-use industries. The Company ensures full delivery on time to all its customers based on the schedules shared by them.

Customer response and customer satisfaction are amongst the most important factors for the Company. The Company engages with its customers on various platforms to understand their expectations. The Company obtains customer feedback directly or by referring to the customer portal on a monthly basis. Accordingly, corrective measures are planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for getting directives for improvement.

2. Turnover of products and/services as a percentage of turnover from ALL products/services that carry information about Environmental and Social Parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal:

Products sold by the Company are completely recyclable as they are metal components. However, the estimation of environmental and social parameters relevant to the product as a percentage of total turnover is not being done by the Company.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

<table>
<tr><th rowspan="2">Particulars</th><th colspan="3">FY 2025-26
(Current Financial Year)</th><th colspan="3">FY 2024-25
(Previous Financial Year)</th></tr>
<tr><th>Received during the year</th><th>Pending resolution at end of the year</th><th>Remarks</th><th>Received during the year</th><th>Pending resolution at end of the year</th><th>Remarks</th></tr>
<tr><td>Data Privacy</td><td colspan="2" rowspan="3">NIL</td><td rowspan="7">No Remarks</td><td colspan="2" rowspan="3">NIL</td><td rowspan="7">No Remarks</td></tr>
<tr><td>Advertising</td></tr>
<tr><td>Cyber security</td></tr>
<tr><td>Delivery of essential services</td><td colspan="2">Not Applicable</td><td colspan="2">Not Applicable</td></tr>
<tr><td>Restrictive Trade Practices</td><td colspan="2" rowspan="3">NIL</td><td colspan="2" rowspan="3">NIL</td></tr>
<tr><td>Unfair Trade Practices</td></tr>
<tr><td>Other (CRM, CCS, Sales, Brigade+)</td></tr>
</table>

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

No instances were reported where the Company's Products were recalled either voluntarily or forced during the Financial Year 2025-26.

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

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

The Company has implemented a firewall between the internet and private internal network in order to create a secure operating environment for its computers and network resources. The purpose of the firewall is to filter internet traffic in order to mitigate risks and losses associated with security threats, while maintaining appropriate level of access. The IT Security Policy refers specifically to the firewall already installed in the Company's premises. The firewall also protects internal systems and restricts unwanted access into the Network. In order to ensure greater privacy pen drive access and Hard Disk Drive (HDD) access are blocked by the Company and only registered users can use the same.

The IT Security Policy of the Company is maintained on the intranet portal of the Company.

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:

The Company has implemented Full-Fledged Data Leakage Prevention (DLP) Software into its systems. The Company has also undertaken Proof of Concept (POC) mechanism to understand the successful implementation of the DLP Software system.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: NIL

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

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

Leadership Indicators

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

The Company's website contains information about the key product categories which it offers to its customers across various industries. The weblink for the same can be accessed at www.ramkrishnaforgings.com.

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

Since, the Company supplies majority of its products to Original Equipment Manufacturers (OEMs) and Tier-1 automotive companies, who then assemble and send the end product to the general customer, The Company has limited scope for informing and educating the end user about the safe and responsible usage of its products.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Since majority of the Company's products are directly supplied to the Original Equipment Manufacturers (OEMs) and Tier 1 customers, who then assemble and send the end product to the consumers, the Company has limited scope for informing the end user about the risk of disruption/discontinuation of its essential service.

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):

Yes, since majority of the Company's products are OEM specific and as per the OEM Requirements, the Company displays product requirements on packaging as per the requirements of the OEMs and are consistent with the mandated laws which are applicable to the Company. The Company follows customer specific labelling standard for product related information which are displayed on the master packaging.

The Company obtains customer feedback directly or by referring to customer portal on a monthly basis to identify the areas of concern reported. Accordingly, corrective measures are planned and implemented by the Company thereafter.

INDEPENDENT ASSURANCE STATEMENT

Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153264024**

To

The Board of Directors

Ramkrishna Forgings Limited

23, Circus Avenue, 9th Floor

Kolkata, 700017

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Ramkrishna Forgings Limited** (hereinafter "Company") having its registered office at **23, Circus Avenue, 9th Floor, Kolkata-700017** for the period from **01 April 2025 to 31 March 2026.**

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by Ramkrishna Forgings Limited**,** in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes'

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

INDEPENDENT ASSURANCE STATEMENT

Sl. No.	Company Name	Site Address
Onsite Audit		
1	Ramkrishna Forgings Limited	**Regd/Corporate office:** 23, Circus Avenue, Kolkata-700017
2		**Plant I: Plot No:** M-6, Phase VI, Gamaria, Jamshedpur - 832108, Jharkhand
3		**Plant III & IV:** Plot No. M-15, 16 and NS-26, Phase - VII, Adityapur Industrial Area, - Jharkhand - 832109
4		**Plant V:** Baliguma, Kolabira, Saraikela,Kharsawan - 833220, Jharkhand
5		**Plant VI & VII:** Plot No.1988, Plant - VII, Mauza Dugni, Block- Saraikela, PO: Dugni, Saraikela, Kharsawan - 833220, Jharkhand
6		**Plant VIII:** Bholadih, PO Kolabira, Saraikela Kharsawan -833220, Jharkhand
Offsite Audit		
7	Ramkrishna Forgings Limited	**Plant II:** 7/40, Duffer Street, Liluah, Howrah- 711204, West Bengal
8		**Plant IX:** Plot no. 1988(P), Mauza Dugni, Block Saraikela, Dugni Industrial Area Phase-I, Kharsawan - 833220, Jharkhand
9		**Plant X:** Plot no. A8/10/2, 01, Chakan Industrial Estate, Phase IV, Nighoje -410501, Pune, Maharashtra
10		**Plant XI:** Plot no.53-54, Sector-3, IMT- Manesar, Gurugram-122051

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 10.06.2026 to 29.06.2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-26 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the “scope of the engagement”. Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Kolkata, 16 July,2026

Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Brototi Das
Verification Team Leader, TÜV SÜD
Management System Assurance

INDEPENDENT ASSURANCE STATEMENT

Annexure I

S.No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive waste (F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent / on contract) as % of total wage cost	P8-E4 P8-E5

INDEPENDENT ASSURANCE STATEMENT

S.No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9