

September 2, 2026

To,

**The National Stock Exchange of India Ltd  
Exchange Plaza, C-1, Block G  
Bandra - Kurla Complex  
Mumbai 400051**

**The Department of Corporate Services  
BSE Limited,  
P.J. Towers, Dalal Street  
Mumbai 400001**

**Scrip Symbol: SANSERA**

**Scrip Code: 543358**

**Subject: BRSR for the financial year 2025-26**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which also forms part of the Annual Report for the said period and the same is available on the website of the Company at [www.sansera.in](http://www.sansera.in).

Kindly take the same on your record.

**Thanking You,**

**For Sansera Engineering Limited**

**Rajesh Kumar Modi  
Company Secretary and Compliance Officer**

**Encl.: as above**

## **SANSERA ENGINEERING LIMITED**

Reg Off: Plant 7, No. 143/A, Jigani Link Road, Bangalore-560 105, India, Tel: +91 80-27839081/82/83. Fax: +91 80-27839309  
E-mail id: [info@sansera.in](mailto:info@sansera.in) Website: [www.sansera.in](http://www.sansera.in) CIN: L34103KA1981PLC004542

# Business Responsibility and Sustainability Report





Corporate  
Overview



Statutory  
Reports



Financial  
Statements

# A SECTION

## GENERAL DISCLOSURES

### I. Details of the listed entity



#### Company Information

- 1 **Corporate Identity Number (CIN) of the Listed Entity**  
L34103KA1981PLC004542
- 2 **Name of the listed entity**  
Sansera Engineering Limited
- 3 **Year of incorporation**  
1981
- 4 **Registered office address**  
Plant-7, No. 143/A, Jigani Link  
Road Bommasandra Industrial  
area, Anekal Taluk,  
  
Bengaluru – 560 105,  
Karnataka, India
- 5 **Corporate address**  
Plant-7, No. 143/A, Jigani Link  
Road Bommasandra Industrial  
area, Anekal Taluk,  
  
Bengaluru – 560 105,  
Karnataka, India



#### Contact Information

- 6 **E-mail**  
rajesh.modi@sansera.in
- 7 **Telephone**  
+91 80-27839081/82/83
- 8 **Website**  
<https://sansera.in/>
- 9 **Financial year for which reporting is being done**  
2025-26
- 10 **Name of the Stock Exchange(s) where shares are listed**  
NSE Limited and BSE Ltd.



#### Reporting Information

- 11 **Paid-up Capital**  
₹ 12,46,64,096/-
- 12 **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**  
Mr. Rajesh Kumar Modi  
E-mail: [rajesh.modi@sansera.in](mailto:rajesh.modi@sansera.in)  
Telephone: +91 80 27839081/82/83
- 13 **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)**  
Standalone
- 14 **Name of assurance provider**  
Not done
- 15 **Type of assurance obtained**  
Not done

## II. Products/Services

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

|                                                      |                                                    |                                                                                                                                                       |
|------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Description of main activity</b><br>Manufacturing | <b>% of turnover of the entity</b><br><b>93.7%</b> | <b>Description of business activity</b><br>Intricate and critical precision-engineered components used in both automotive and non-automotive sectors. |
|------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|

### 17 Products/services sold by the entity (accounting for 90% of the entity's turnover):

|                                                                                   |                                |                                                 |
|-----------------------------------------------------------------------------------|--------------------------------|-------------------------------------------------|
| <b>Product/Service</b><br>Manufacture of parts and accessories for motor vehicles | <b>NIC Code</b><br><b>2930</b> | <b>% of total turnover contributed</b><br>90.4% |
|-----------------------------------------------------------------------------------|--------------------------------|-------------------------------------------------|

## III. Operations

### 18 No. of locations where plants and/or operations/offices of the entity are situated:



| National                            | International                      |
|-------------------------------------|------------------------------------|
| <b>17</b><br>No. of plants<br>..... | <b>1</b><br>No. of plants<br>..... |
| <b>17</b><br>Total<br>.....         | <b>1</b><br>Total<br>.....         |
|                                     |                                    |

## 19 Markets served by the entity

### a No. of Locations

7 (1 international and 6 national)

All states

National (No. of states)

29

International (No. of countries)

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

30.2%

### c A brief on types of customers

Sansera Engineering Limited is an engineering-led integrated manufacturer of complex and critical precision-engineered components and assemblies serving a diversified portfolio of customers across automotive and non-automotive sectors globally. The Company serves leading Original Equipment Manufacturers (OEMs), Tier-1 suppliers, and industrial customers through long-term partnerships built on engineering excellence, quality, innovation, reliability, and operational performance.

Within the automotive sector, Sansera supplies precision-engineered components and assemblies to customers operating in the two-wheeler, passenger vehicle, commercial vehicle, off-road, and electric mobility segments. Its portfolio supports applications including engine systems, transmission systems, chassis, suspension, driveline, braking systems, and other critical automotive assemblies. Furthermore, its technology-agnostic capabilities enable it to serve both conventional Internal Combustion Engine (ICE) platforms and emerging hybrid and electric vehicle (xEV) platforms. As a result, the Company remains well positioned to participate in the evolving mobility landscape.

The Company's serves leading domestic and global automotive manufacturers and Tier-1 suppliers across India, Europe, North America, and other international markets. Its strong customer relationships, high quality standards, advanced engineering capabilities, and consistent delivery performance have established Sansera as a preferred supplier for mission-critical and high-precision applications.

Beyond automotive applications, Sansera has significantly expanded its presence in non-automotive sectors, serving customers in aerospace, defence, semiconductor equipment, agriculture, off-road equipment, engineering, and industrial applications. In particular, its Aerospace, Defence and Semiconductor (ADS) business has emerged as a key growth driver. This growth is supported by increasing localisation opportunities, global supply chain diversification, and rising demand for high-precision engineering solutions. Today, Sansera manufactures and supplies a wide range of aerospace structural components, actuation system components, assemblies, semiconductor equipment components, and other complex engineered products. These solutions serve global customers operating in highly regulated and technologically advanced industries.

The Company continues to strengthen its customer portfolio by expanding into future-ready sectors and advanced manufacturing applications. To support this strategy, Sansera continues to invest in technology, automation, product development, and capacity expansion. Consequently, the Company is strategically positioned to increase its contribution from non-automotive, technology-agnostic, and next-generation engineering businesses while continuing to serve its established automotive customer base.

With a diversified customer mix across industries, geographies, and end-use applications, Sansera remains focused on delivering sustainable value through innovation, operational excellence, customer-centricity, and responsible business practices.



## IV. Employees

20 Details as at the end of financial year.

### A Employees and workers (including differently abled):

| S. no.    | Particulars                    | Total (A)    | Male         |               | Female     |              |
|-----------|--------------------------------|--------------|--------------|---------------|------------|--------------|
|           |                                |              | No. (B)      | % (B/A)       | No. (C)    | % (C/A)      |
| EMPLOYEES |                                |              |              |               |            |              |
|           | Permanent (A)                  | 1,624        | 1,523        | 93.8          | 101        | 6.2          |
|           | Other than permanent (B)       | 0            | 0            | 0             | 0          | 0.0          |
|           | <b>Total employees (A + B)</b> | <b>1,624</b> | <b>1,523</b> | <b>93.8</b>   | <b>101</b> | <b>6.2</b>   |
| WORKERS   |                                |              |              |               |            |              |
|           | Permanent (C)                  | 937          | 932          | 99.47%        | 5          | 0.53%        |
|           | Other than permanent (D)       | 8,813        | 7,911        | 89.77%        | 902        | 10.23%       |
|           | <b>Total workers (C + D)</b>   | <b>9,750</b> | <b>8,843</b> | <b>90.70%</b> | <b>907</b> | <b>9.30%</b> |

| S. no.                      | Particulars                    | Total (A) | Male     |             | Female   |           |
|-----------------------------|--------------------------------|-----------|----------|-------------|----------|-----------|
|                             |                                |           | No. (B)  | % (B/A)     | No. (C)  | % (C/A)   |
| DIFFERENTLY ABLED EMPLOYEES |                                |           |          |             |          |           |
|                             | Permanent (E)                  | 2         | 2        | 100%        | 0        | 0%        |
|                             | Other than permanent (F)       | 0         | 0        | 0%          | 0        | 0%        |
|                             | <b>Total employees (E + F)</b> | <b>2</b>  | <b>2</b> | <b>100%</b> | <b>0</b> | <b>0%</b> |
| DIFFERENTLY ABLED WORKERS   |                                |           |          |             |          |           |
|                             | Permanent (G)                  | 6         | 6        | 100%        | 0        | 0%        |
|                             | Other than permanent (H)       | 0         | 0        | 0%          | 0        | 0%        |
|                             | <b>Total employees (G + H)</b> | <b>6</b>  | <b>6</b> | <b>100%</b> | <b>0</b> | <b>0%</b> |

### 21 PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

|                                                                                                              | Total (A) | No. and percentage of females |         |
|--------------------------------------------------------------------------------------------------------------|-----------|-------------------------------|---------|
|                                                                                                              |           | No. (B)                       | % (B/A) |
|  Board of Directors       | 6         | 1                             | 16.67%  |
|  Key Management Personnel | 5         | 0                             | 0.00%   |

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

| Category            | (2025-26)<br>(Turnover rate in current financial year) |        |       | (2024-25)<br>(Turnover rate in previous financial year) |        |        | (2023-24)<br>(Turnover rate in year prior to previous financial year) |        |        |
|---------------------|--------------------------------------------------------|--------|-------|---------------------------------------------------------|--------|--------|-----------------------------------------------------------------------|--------|--------|
|                     | Male                                                   | Female | Total | Male                                                    | Female | Total  | Male                                                                  | Female | Total  |
| Permanent employees | 19.4%                                                  | 17.10% | 23.7% | 18.80%                                                  | 16.60% | 17.70% | 18.44%                                                                | 24.07% | 18.67% |
| Permanent workers   | 2.30%                                                  | 0%     | 2.30% | 1.78%                                                   | 0%     | 1.78%  | 1.60%                                                                 | 0      | 1.60%  |

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

### 23 Names of holding/subsidiary/associate companies/joint ventures

| Name of the holding/<br>subsidiary/associate<br>companies/joint ventures<br>(A) | Indicate whether<br>holding/subsidiary/<br>associate/joint<br>venture | % of shares held by<br>listed entity | Does the entity indicated<br>at column A, participate in<br>the Business Responsibility<br>initiatives of the listed entity?<br>(Yes/No) |
|---------------------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Fitwel Tools and Forgings<br>Private Limited                                    | Subsidiary                                                            | 70                                   | No                                                                                                                                       |
| Sansera Engineering Limited<br>Mauritius                                        | Subsidiary                                                            | 100                                  | No                                                                                                                                       |
| Sansera Sweden AB                                                               | Subsidiary                                                            | 100                                  | No                                                                                                                                       |
| MMRFIC TECHNOLOGY<br>PRIVATE LIMITED                                            | Associate                                                             | 30.16                                | No                                                                                                                                       |
| NICHIDAI SANSERA PRIVATE<br>LIMITED                                             | Joint Venture                                                         | 100                                  | No                                                                                                                                       |



## VI. CSR Details

### 24 a. Yes

Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

3,098.1

Turnover (in ₹ Cr.)

2,895

Net worth (in ₹ Cr.)

## 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)<br>(If yes, then provide weblink for grievance redress policy) | 2025-26<br>(Current financial year)        |                                                              |                                                                                                                                                                                                                                                         | 2024-25<br>(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<br><a href="https://sansera.in/general-policies/">https://sansera.in/general-policies/</a>                 | 0                                          | 0                                                            | -                                                                                                                                                                                                                                                       | 0                                          | 0                                                            | -                                                                                                             |
| Investors (other than shareholders)               | Yes<br><a href="https://sansera.in/investor-policies">https://sansera.in/investor-policies</a>                 | 0                                          | 0                                                            | -                                                                                                                                                                                                                                                       | 0                                          | 0                                                            | -                                                                                                             |
| Shareholders                                      | Yes<br><a href="https://sansera.in/investor-policies">https://sansera.in/investor-policies</a>                 | 0                                          | 0                                                            | -                                                                                                                                                                                                                                                       | 0                                          | 0                                                            | 0                                                                                                             |
| Employees and workers                             | Yes<br>(Link cannot be provided)                                                                               | 116                                        | 10                                                           | Pending grievances – 10 Nos<br>Grievances received were primarily related to workplace conditions, employee welfare measures, operational safety, and shop-floor facilities, which were addressed through the established grievance redressal mechanism | 155                                        | 0                                                            | Previous year's 16 pending grievances are closed. Grievances about shop floor conditions, welfare, and safety |
| Customers                                         | Yes<br><a href="https://sansera.in/investor-policies">https://sansera.in/investor-policies</a>                 | 146                                        | 00                                                           | Product quality related complaints from customers                                                                                                                                                                                                       | 161                                        | 00                                                           | Product quality-related                                                                                       |
| Value Chain Partners                              | Yes<br><a href="https://sansera.in/investor-policies">https://sansera.in/investor-policies</a>                 | 0                                          | 0                                                            | -                                                                                                                                                                                                                                                       | 0                                          | 0                                                            | -                                                                                                             |
| Other (please specify) Govt Bodies                |                                                                                                                | 15                                         | 7                                                            | -                                                                                                                                                                                                                                                       | 12                                         | 7                                                            | General notices, show cause notices- RECD Compliance, fines, interest, and damages                            |

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

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

|                                                                                                                                       | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>01</div> <div>GHG Emissions</div> <div>  </div> | <b>Risk</b>                                | <p>Greenhouse Gas (GHG) emissions remain one of the most material sustainability issues for the automotive and precision engineering industry. Sansera's energy-intensive manufacturing processes, including machining, forging, heat treatment, and precision engineering activities, contribute to both direct and indirect emissions. At the same time, increasing global focus on climate change, transition to low-carbon manufacturing, evolving regulatory requirements, customer decarbonisation expectations, and investor focus on climate-related risks have elevated GHG emissions as a strategic business concern.</p> <p>Furthermore, global OEMs are increasingly integrating carbon footprint considerations into supplier evaluations and procurement decisions. Emerging carbon pricing mechanisms, disclosure regulations, and sustainability-linked financing frameworks may also influence the Company's future operational and financial performance.</p> | <ul style="list-style-type: none"> <li>Strengthened climate management through energy efficiency initiatives, renewable energy procurement, process optimisation, and continuous monitoring of energy consumption and emissions</li> <li>Conducted regular energy audits to identify opportunities for reducing energy intensity across manufacturing operations</li> <li>Expanded renewable energy sourcing through solar, wind, and hybrid energy procurement across facilities</li> <li>Implemented energy-efficient technologies, LED retrofits, RECD for DG, compressed air optimisation Air leak testing equipment automation initiatives, and preventive maintenance practices to improve operational efficiency and reduce emissions intensity</li> <li>Integrated climate considerations into long-term business planning and operational decision-making</li> </ul> | <p>Failure to effectively manage GHG emissions may increase regulatory compliance costs, carbon-related liabilities. It may also impact competitiveness, reduced customer preference, and limited access to sustainability-linked business opportunities and financing.</p> <p>Additionally, reputational risks and evolving stakeholder expectations may impact long-term business resilience. Conversely, successful decarbonisation initiatives can result in significant operational cost savings through energy efficiency, enhanced brand reputation, stronger investor confidence, improved customer retention, access to green financing opportunities, and long-term competitiveness in global sustainable supply chains.</p> |



| Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------------------------------------------------------|
|--------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------------------------------------------------------|

02

## Waste Management



### Risk/ Opportunity

Waste management remains a key material issue considering the nature of manufacturing operations involving metal scrap, hazardous waste, used oil, chemical waste, packaging materials, and process-related discards. Improper handling, storage, transportation, or disposal of hazardous and non-hazardous waste may adversely impact land, water, biodiversity, and surrounding communities. It may also expose the Company to regulatory non-compliance and reputational risks. Simultaneously, increasing focus on circular economy practices presents opportunities for resource recovery, recycling, waste minimisation, and operational efficiency enhancement. Accordingly, customers and regulators are increasingly encouraging manufacturers to adopt responsible waste management and circularity-focused business practices.

- Implemented structured waste management practices across manufacturing facilities in accordance with applicable environmental regulations and internal environmental management systems
- Ensured disposal of hazardous waste only through authorised recyclers and waste management agencies approved by the State Pollution Control Boards
- Strengthened waste segregation, storage, recycling, reuse, and scientific disposal mechanisms across operations
- Promoted circularity initiatives such as recycling of scrap metal, reuse of packaging materials, optimisation of raw material utilisation, and landfill waste reduction
- Implemented waste monitoring systems and awareness programmes to improve waste handling practices and minimise environmental impacts

Inadequate waste management may lead to environmental contamination, regulatory penalties, increased compliance costs, operational disruptions, and reputational damage. Additional financial implications may arise from waste treatment expenses and liabilities associated with improper disposal practices. Conversely, efficient waste management and circular economy initiatives can generate positive financial outcomes through reduced waste disposal costs, improved material efficiency, revenue generation from recycling, lower environmental liabilities, and enhanced sustainability performance. These initiatives also strengthen stakeholder confidence and support long-term operational sustainability.

03

## Energy management



### Opportunity

Energy management is a strategic priority for Sansera, given the energy-intensive nature of its manufacturing operations. Efficient energy management enhances operational efficiency, cost optimisation, and reduces the Company's environmental carbon footprint. Moreover, rising energy costs, increasing stakeholder focus on sustainable manufacturing, and the global transition towards clean energy reinforce its importance. Through continued energy conservation initiatives, the Company also advances its broader climate goals and contribute to improving resource efficiency across operations.

- Implemented robust energy management practices across its manufacturing facilities
- Strengthened energy efficiency initiatives through ISO 50001 certified Energy Management Systems
- Conducted regular energy performance reviews to identify conservation opportunities and improve energy efficiency
- Deployed energy-efficient technologies and operational improvements to optimise energy consumption
- Increased renewable energy procurement through solar and wind energy sources to reduce dependency on conventional energy sources

Positive financial implications include reduced energy costs, improved operational efficiency, lower emissions intensity, enhanced competitiveness, and increased attractiveness to customers and investors prioritising sustainable manufacturing practices.

**Indicate  
whether risk  
or opportunity  
(R/O)**

**Rationale for  
identifying the  
risk/opportunity**

**In case of risk,  
approach to  
adapt or mitigate**

**Financial implications  
of the risk or  
opportunity (Indicate  
positive or negative  
implications)**

- Strengthened energy monitoring,oring, optimisation of ed manufacturing processes, implemented preventive maintenance, and creating awareness initiatives to improve energy performance across plants

Improved energy performance also strengthens long-term business resilience against energy price volatility. However, implementing energy-efficient technologies and renewable energy infrastructure may involve upfront capital investments and transition-related expenditures.

04

**Product  
Responsibility**



**Risk**

Product responsibility remains material as customers, regulators, and markets continue to raise expectations around quality, safety, reliability, and sustainability of products. Meanwhile, the transition towards electric mobility, lightweight engineering, fuel efficiency, and advanced manufacturing technologies is transforming the automotive and industrial sectors.

Failure to innovate and align products with changing technological and sustainability requirements could affect customer relationships, market competitiveness, and long-term business growth. Similarly, product quality issues or failure to meet customer-specific could expose the Company to operational and reputational risks.

- Strengthened focus on engineering excellence, innovation, quality assurance, and product reliability across its product portfolio
- Expanded capabilities in EV-related applications, lightweight precision components, driveline systems, suspension systems, aerospace, and other advanced engineering solutions
- Aligned product development activities with customer requirements, emerging market trends, and evolving technological advancements
- Implemented robust quality management systems, customer audits, process controls, testing procedures, and continuous improvement initiatives to ensure product safety, reliability, and performance consistency

Failure to meet evolving customer and market expectations may result in loss of business opportunities, customer dissatisfaction, product recalls, and reputational risks. Delayed technological adaptation may also impact long-term competitiveness. Conversely, strong product responsibility practices and innovation-driven growth may create significant opportunities through increased customer trust, market expansion, improved operational performance, enhanced brand positioning, and higher participation in future-ready mobility and industrial segments.

Indicate whether risk or opportunity (R/O)

Rationale for identifying the risk/opportunity

In case of risk, approach to adapt or mitigate

Financial implications of the risk or opportunity (Indicate positive or negative implications)

05

Occupational Health and Safety



**Risk**

Occupational Health & Safety (OH&S) remains a material issue due to the nature of manufacturing operations involving machinery, high-speed equipment, material handling, heat treatment processes, ergonomics, electrical systems, and chemical handling. Workplace incidents, unsafe conditions, and occupational hazards could adversely impact employees, contractors, operations, and surrounding communities.

Maintaining a safe and healthy work environment is essential for protecting human capital, maintaining operational continuity, and strengthening employee morale and productivity. At the same time, rising regulatory compliance and stakeholder expectations continue to reinforce the importance of workplace safety.

- Implemented comprehensive occupational health and safety management systems across manufacturing facilities in alignment with ISO 45001 standards
- Conducted Hazard Identification and Risk Assessment (HIRA), safety audits, Awareness training, mock drills, behavioural safety initiatives, safety committee reviews, and periodic inspections to proactively identify and mitigate workplace risks
- Provided regular health and safety training programmes, emergency preparedness Mock drills, and awareness sessions for employees and workers
- Strengthened workplace safety through personal protective equipment (PPE), machine guarding systems, safety interlocks, preventive maintenance, occupational health check-ups, and incident reporting mechanisms to minimise operational risks

Poor occupational health and safety performance may result in injuries, fatalities, operational disruptions, productivity loss, compensation liabilities, legal actions, regulatory penalties, and reputational damage. It may also adversely affect employee morale and stakeholder confidence.

However, strong OH&S practices contribute positively through improved workforce productivity, reduced incident rates, enhanced employee engagement, lower operational risks, and stronger organisational resilience. Safe workplace practices further support long-term business continuity and operational excellence.

06

Diversity, Equity, Inclusion



**Opportunity**

Diversity, Equity and Inclusion (DEI) is an important contributor to innovation, workforce engagement, organisational culture, and sustainable business growth. As the manufacturing sector evolves, an inclusive and equitable workplace is essential to attract skilled talent, improve employee retention, and enhance productivity.

Increasing the participation of women in manufacturing and promoting equal opportunities across functions also align with evolving social expectations and responsible business practices.

- Strengthened efforts to foster an inclusive and equitable workplace culture by promoting diversity across functions and encouraging equal opportunity practices
- Increased focus on improving women's representation across operations and leadership levels while ensuring fair employment practices, non-discrimination, skill development, and employee engagement
- Implemented awareness programmes, employee welfare initiatives, and inclusive workplace practices to support diversity and strengthen organisational culture

Positive financial implications include improved employee satisfaction, enhanced productivity, stronger innovation capabilities, better talent attraction and retention, and improved organisational performance. A diverse and inclusive workforce also strengthens brand reputation and stakeholder confidence.

Investments in employee development, infrastructure, and inclusion initiatives may require moderate operational expenditure. However, they contribute positively to long-term organisational sustainability and resilience.

Indicate whether risk or opportunity (R/O)

Rationale for identifying the risk/opportunity

In case of risk, approach to adapt or mitigate

Financial implications of the risk or opportunity (Indicate positive or negative implications)

07

## Sustainable Supply Chain



### Risk

Sustainability-related risks across the supply chain, including environmental non-compliance, unethical labour practices, unsafe working conditions, and inadequate governance mechanisms, can significantly impact operational continuity, customer relationships, and corporate reputation.

Customers and global OEMs increasingly expect suppliers to demonstrate responsible sourcing practices, ESG compliance, and sustainability integration across the value chain. Failure to meet these expectations could expose the Company to reputational, operational, regulatory, and customer-related risks.

- Established responsible sourcing and sustainable procurement frameworks to strengthen sustainability integration across its supply chain
- Integrated quality, compliance, and sustainability assessments into supplier onboarding processes
- Implemented policies covering responsible sourcing, sustainable procurement, and conflict minerals management
- Conducted periodic supplier sustainability assessments, audits, awareness programmes, and engagement initiatives to encourage compliance with environmental, social, and ethical standards
- Collaborated with suppliers to improve ESG awareness, operational practices, and regulatory compliance across the value chain

Negative financial implications may arise from supply chain disruptions, reputational risks, non-compliance by suppliers, customer dissatisfaction, and increased due diligence requirements. Smaller suppliers may also face challenges in adapting to sustainability expectations, which could impact operational continuity. Positive implications include improved supply chain resilience, enhanced customer trust, better regulatory compliance, operational efficiencies, and long-term sustainability benefits. These outcomes are supported through stronger supplier partnerships and responsible sourcing practices.

08

## Information Security



### Risk

Increasing digitalisation, automation, and technology integration across operations expose the Company to cybersecurity risks. These include ransomware attacks, malware infections, phishing attempts, unauthorised access, data breaches, and operational disruptions.

Protecting sensitive business information, intellectual property, operational systems, and customer data is critical to maintain business continuity, stakeholder trust, and operational integrity. As cyber threats continue to evolve, growing reliance on digital infrastructure further reinforce information security a significant material issue.

- Implemented multiple information security controls and digital risk mitigation measures to strengthen cybersecurity resilience across operations
- Deployed endpoint protection systems, server security mechanisms, network monitoring tools, restricted access controls, device management systems, threat detection technologies, and periodic cybersecurity assessments
- Conducted employee awareness programmes and implemented IT governance practices to minimise cybersecurity vulnerabilities and strengthen digital discipline across the organisation
- Continued to enhance the cybersecurity framework to address evolving digital risks and strengthen business continuity preparedness

Cybersecurity incidents may result in financial losses, operational disruptions, reputational damage, regulatory penalties, theft of confidential information, and reduced stakeholder confidence. Investments in cybersecurity infrastructure, digital monitoring systems, and IT governance may increase operational expenditure. However, strong information security practices contribute positively by protecting business continuity, strengthening investor and customer confidence, safeguarding intellectual property, and reducing exposure to digital and operational risks.

|                                                                                                                                        | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>09</b><br><b>Ethics and Compliance</b><br>         | <b>Risk</b>                                | <p>Ethical business conduct and regulatory compliance are fundamental to maintaining stakeholder trust, operational integrity, and sustainable business performance. Non-compliance with applicable laws, unethical behaviour, corruption, bribery, conflicts of interest, or governance failures could result in legal liabilities, reputational damage, financial losses, and operational disruptions. Increasing focus on governance and ESG practices by regulators, investors, customers, and financial institutions further elevates the significance of ethics and compliance.</p> | <ul style="list-style-type: none"> <li>Implemented a strong governance framework supported by various policies including the Code of Conduct, Anti-Bribery Policy, Vigil Mechanism and Whistle-Blower Policy, Business Ethics Policy, and compliance management systems</li> <li>Conducted awareness programmes, training sessions, grievance mechanisms, and periodic compliance reviews to strengthen ethical conduct and regulatory adherence across the organisation</li> <li>Leveraged digital compliance monitoring tools to improve oversight and ensure timely identification and resolution of compliance-related matters</li> </ul> | <p>Weak ethics and compliance practices may result in legal proceedings, regulatory penalties, reputational damage, customer loss, financial liabilities, and reduced investor confidence. Ethical lapses may also adversely impact long-term business sustainability. Conversely, a strong ethics and compliance culture enhance stakeholder trust, strengthens governance credibility, improves operational resilience, and supports sustainable business growth and long-term value creation.</p> |
| <b>10</b><br><b>Transparency and Disclosure</b><br> | <b>Risk/ Opportunity</b>                   | <p>Transparent and timely disclosure of financial, operational, and ESG-related information has become increasingly important for investors, customers, regulators, lenders, and other stakeholders. Inadequate or inconsistent disclosures could undermine stakeholder trust, regulatory compliance, and corporate reputation. Simultaneously, enhanced ESG reporting and transparency present opportunities to strengthen stakeholder engagement, improve credibility, and demonstrate commitment towards responsible business practices.</p>                                           | <ul style="list-style-type: none"> <li>Strengthened disclosure and reporting practices through improved ESG governance mechanisms, sustainability reporting frameworks, data management systems, and stakeholder communication channels</li> <li>Enhanced internal processes for collection, monitoring, and reporting of ESG-related information to improve reporting quality, transparency, and consistency</li> <li>Conducted periodic disclosures through annual reports, BRSR disclosures, investor communications, and digital platforms to strengthen stakeholder engagement and transparency</li> </ul>                               | <p>Inadequate transparency and disclosures may lead to reputational risks, regulatory scrutiny, reduced investor confidence, and adverse stakeholder perception. However, enhanced disclosure practices and transparent communication create positive financial and strategic implications through improved stakeholder trust, stronger ESG positioning, better access to sustainable financing opportunities, enhanced investor confidence, and long-term reputation enhancement.</p>               |

# B SECTION

## MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions                                                                                                                                                                                                                                              | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | P2  | P3  | P4  | P5  | P6  | P7  | P8  | P9  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Policy and management processes</b>                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |     |     |     |     |     |     |     |     |
| <b>1</b> Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)                                                                                                                                                 | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| <b>b</b> Has the policy been approved by the Board? (Yes/No)                                                                                                                                                                                                      | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| <b>c</b> Weblink of the policies, if available                                                                                                                                                                                                                    | SEL's policies on risk management, code of conduct, CSR, vigil mechanism and whistle-blower, nomination and remuneration, POSH, EOHS, quality, energy and sustainable procurement can be accessed at: <a href="https://sansera.in/investor-policies">https://sansera.in/investor-policies</a> , <a href="https://sansera.in/general-policies">https://sansera.in/general-policies</a> , and <a href="https://sansera.in/nomination-remuneration#">https://sansera.in/nomination-remuneration#</a> |     |     |     |     |     |     |     |     |
| <b>2</b> Whether the entity has translated the policy into procedures. (Yes/No)                                                                                                                                                                                   | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| <b>3</b> Do the enlisted policies extend to your value chain partners? (Yes/No)                                                                                                                                                                                   | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes | Yes | Yes | Yes | No  | No  | No  | No  |
| <b>4</b> Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | IATF 16949: 2016, OECD, Factory act, guidelines for multinational enterprises, UNGC guiding principles on business and human rights<br>ISO 50001: 2018, IATF 16949 :2016, ISO 14001, ISO 45001, ISO 50001:2018, AS9100D<br>ISO 50001: 2018, ISO 14001<br>ISO 45001, ISO 14001, ISO 50001                                                                                                                                                                                                          |     |     |     |     |     |     |     |     |

## 5 Specific commitments, goals and targets set by the entity with defined timelines, if any.

Sansera Engineering Limited has established a structured ESG roadmap aligned with its long-term business strategy, operational excellence framework, and commitment towards responsible manufacturing. The Company has identified key environmental, social, and governance priorities and has set measurable targets with defined timelines to strengthen sustainability performance across operations, workforce, supply chain, and governance systems.

Under its environmental sustainability agenda, Sansera prioritises reducing greenhouse gas emissions, increasing renewable energy adoption, waste minimisation, and developing sustainable products and processes. The Company has committed to reducing Scope 2 emissions intensity by 50% and Scope 1 emissions intensity by 15% by 2030, using 2022-23 as the base year. In addition, it aims to source 80% of its energy requirements from renewable energy sources by 2030 through increased procurement of solar, wind, and hybrid energy.

In the area of waste management and circular economy, Sansera has established targets to eliminate waste sent for incineration and achieve Zero Waste to Landfill by 2030. The Company continues to strengthen waste segregation, recycling, reuse, and recovery initiatives across manufacturing facilities to improve resource efficiency and minimise environmental impact.

As part of its product responsibility and sustainable manufacturing initiatives, the Company is also expanding its portfolio of responsible and future-ready products, including components supporting lightweight mobility, electric vehicle platforms, and advanced engineering applications. As part of this effort, it aims to generate 20% of its revenue from responsible products by 2030.

On the social front, Occupational Health & Safety (OH&S) remains a strategic priority. Sansera has committed to reducing recordable injuries by 50% by 2030. The Company aims to achieve this through a stronger workplace safety culture, robust safety

management systems, regular training programmes, and enhanced risk identification and mitigation practices across operations.

The Company also continues to strengthen Diversity, Equity & Inclusion (DEI) by improving representation of women employees across functions and leadership levels. It aims to achieve 10% women employee representation by 2027 and 20% women employee representation by 2030 through focused hiring, skill development, retention, and inclusive workplace initiatives.

Within its value chain, Sansera is integrating sustainability across supplier operations. The Company has established a target to complete sustainability assessments for 80% of its key critical suppliers by 2027-28 strengthening responsible sourcing practices, ESG compliance, and supply chain resilience.

From a governance perspective, Sansera continues to enhance information security, ethics, compliance, and ESG transparency systems. The Company has targeted implementation and certification of ISMS ISO 27001 for identified plants and corporate functions by mid-2026-27 to strengthen cybersecurity and information governance practices. In addition, the Company has institutionalised periodic ethics and compliance training programmes to achieve 100% coverage on Code of Conduct and related governance policies.

To further strengthen ESG governance, reporting quality, and decision-making, Sansera is implementing an ESG data management Software system in line SEBI-BRSR requirement to strengthen monitoring, reporting, transparency, and disclosure practices across operations.

These commitments and targets reflect Sansera's long-term vision of building a resilient, responsible, and future-ready organisation while aligning its operations with evolving stakeholder expectations, regulatory developments, and global sustainability priorities.

## 6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Sansera Engineering Limited continued to make significant progress during the reporting year towards achieving its ESG commitments and sustainability roadmap. This progress was driven through a structured and integrated approach across environmental, social, and governance parameters. The Company also remained committed to embedding sustainability into its operations, strategic, and decision-making processes. At the same time, it continued strengthening ESG performance through Sustainability Initiatives across its manufacturing facilities and business operations.

Under its climate and energy management initiatives, Sansera continued to strengthen its transition towards cleaner energy sources and low-carbon manufacturing operations. During the year, the Company sourced a significant portion of its electricity consumption from renewable energy sources including solar, wind, and hybrid energy procurement arrangements. Currently, % of Sansera's operations run through renewable energy sources. . In addition, renewable sources account for over 90% of energy consumption across its Bengaluru plants.

Together with process optimisation and energy conservation measures, these initiatives helped reduce the operational carbon footprint and improvement in overall energy efficiency. In parallel, the Company continued implementing energy optimisation projects across its facilities. It also strengthened preventive maintenance programmes, and deployed energy-efficient technologies to support its long-term emissions reduction targets. As a result, these energy optimisation initiatives saved 5,386,628 kWh of energy, which accounts to reduction of 3,825 tCO<sub>2</sub>e.

In waste management and circular economy, Sansera achieved substantial progress towards minimising waste sent to landfill through improved waste segregation, recycling, reuse, and co-processing initiatives. A significant proportion of waste generated across operations was diverted for alternate usage such as co-processing and recovery applications in industries including cement manufacturing. Meanwhile, grinding muck generated from Sansera's operation is used as an alternate fuel raw material and co-processed to use in water and wastewater treatment technologies. In addition, the Company strengthened responsible disposal

mechanisms through authorised recyclers and waste management agencies while improving awareness and operational controls related to waste handling practices.

With respect to product responsibility, the Company continued to expand its capabilities in future-ready and responsible product segments. These include electric vehicle applications, lightweight engineering solutions, and precision-engineered components catering to evolving mobility and industrial requirements. Currently Auto-ICE contributes 70.1% of its total products, non-auto contributes 16.4%, xEV contributes 4.8% and Auto tech Agnostic products at 8.7%. Continuous focus on innovation, customer-specific quality requirements, process improvements, and advanced engineering capabilities supported Sansera's objective of strengthening its responsible product portfolio and enhancing customer confidence.

Occupational Health & Safety remained a key focus area during the year. The Company strengthened workplace safety management through implementation of comprehensive safety protocols, hazard identification and risk assessment (HIRA) processes. In addition, behavioural safety initiatives, safety audits, emergency preparedness drills, and regular health and safety training programmes are conducted. The Company also carried out safety awareness campaigns, toolbox talks, mock drills, machine safety enhancements, and employee engagement programmes were undertaken to strengthen safety culture and reduce workplace incidents. Collectively, these initiatives support the Company's long-term commitment towards achieving significant reduction in recordable injuries by 2030.

In the area of Diversity, Equity & Inclusion (DEI), Sansera continued to foster a more diverse and inclusive workplace. The Company undertook initiatives to strengthen participation of women employees across functions while continuing efforts related to employee engagement, capability development, equal opportunity practices, and inclusive workplace policies. The Company remains committed to progressively increasing women workforce participation in line with its defined long-term targets. Women represented ~9% of the Company's workforce during 2025-26.

Under its Sustainable Supply Chain programme, Sansera continued engaging with suppliers to strengthen ESG integration and responsible sourcing practices across the value chain. The Company progressively expanded sustainability assessments and supplier evaluations to improve awareness and compliance related to environmental, social, ethical, and governance expectations. It also continued supplier engagement initiatives focusing on sustainability awareness, regulatory compliance, occupational safety, and responsible business conduct. During the year, approximately 66% of the Company's critical suppliers underwent sustainability assessments.

From a governance and digital resilience perspective, Sansera continued strengthening its information security systems and ESG governance mechanisms. Throughout the year, it advanced the implementation of Information Security Management Systems (ISMS), enhancement of cybersecurity controls, deployment of digital monitoring systems, and strengthening of information governance practices. In addition, ethics and compliance awareness programmes

were conducted across the organisation to reinforce responsible business conduct, integrity, anti-bribery practices, and compliance culture.

Sansera also continued enhancing ESG transparency and disclosures through implementation of ESG data management systems and enhancement of sustainability reporting practices. The Company undertook measures to improve collection, monitoring, validation, and reporting of ESG-related information across operations to strengthen transparency, reporting quality, and stakeholder communication.

Overall, the Company continues to demonstrate steady progress against its ESG commitments and long-term sustainability roadmap. While certain long-term targets remain under progressive implementation considering the scale and complexity of manufacturing operations, Sansera remains committed to continuous improvement. It also continues aligning its business practices with evolving stakeholder expectations, regulatory developments, and global sustainability priorities.



## GOVERNANCE, LEADERSHIP AND OVERSIGHT

| Disclosure Questions |                                                                                                                                                                                                                     | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| 7                    | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) | <p>Sansera Engineering Limited remains committed to conducting its business operations in a responsible, ethical, and sustainable manner while creating long-term value for all stakeholders. As a precision engineering company serving global automotive and non-automotive sectors, the Company integrates sustainability into its business strategy, operational excellence framework, and governance processes. It recognises that sustainable growth depend on responsible manufacturing practices, strong governance systems, environmental stewardship, employee well-being, and transparent stakeholder engagement.</p> <p>During the year, the Company further strengthened its Environmental, Social, and Governance (ESG) framework through focused initiatives. These initiatives spanned key areas such as climate action, energy management, waste reduction, occupational health and safety, responsible sourcing, information security, and governance practices. At the same time, Sansera continued to align its sustainability roadmap with evolving stakeholder expectations, regulatory developments, and global sustainability priorities while embedding ESG considerations into operational and strategic decision-making.</p> <p>To drive effective implementation, the Company has established a structured ESG governance mechanism with oversight at both the Board and operational levels. This framework enables the Company to monitor progress against defined targets, and strengthen accountability across functions and advance sustainability initiatives in a coordinated manner. Accordingly, Sansera has identified its key material ESG priorities and developed a long-term roadmap supported by measurable goals. These goals cover areas such as greenhouse gas emission reduction, renewable energy adoption, responsible waste management, workplace safety enhancement, diversity and inclusion, sustainable supply chain practices, information security, ethics and compliance, and transparent ESG disclosures.</p> |    |    |    |    |    |    |    |    |
|                      |                                                                                                                                                                                                                     | <p>As part of its climate and resource efficiency commitments, the Company continues to increase renewable energy sourcing, while also improving energy efficiency, and strengthen circular economy practices across operations. Simultaneously, the Company is implementing focused initiatives to foster a safe, inclusive, and engaging workplace environment while also enhancing capability development and employee well-being. Furthermore, Sansera continues to engage closely with suppliers, customers, communities, and other stakeholders to strengthen responsible business practices across its value chain.</p> <p>The Company remains committed to strengthening ESG disclosures, digital governance systems, and sustainability reporting practices to improve transparency, accountability and stakeholder confidence. Through continuous improvement, innovation, and responsible business conduct, Sansera aims to contribute meaningfully towards sustainable industrial growth while maintaining operational excellence and long-term business resilience.</p> <p>These efforts reflect the Company's continued commitment towards building a future-ready organisation that balances business growth with environmental responsibility, social progress, and strong governance practices. In doing so, Sansera continues to create sustainable value for all stakeholders and the communities in which we operate.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |    |    |    |    |    |    |    |    |
| 8                    | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).                                                                                          | <p>Name: F.R. Singhvi</p> <p>Address: Sansera Engineering Limited, 143/A, Jigani Link Road, Bengaluru - 560 105</p> <p>Email: fr@sansera.in</p> <p>DIN: 00233146</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |    |    |    |    |    |    |    |    |

| Disclosure Questions                                                                                                                                                              | P1                                                                                                                                                                                                                                                                                                                    | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| <b>9</b> Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes. The ESG Committee of the Board is responsible for decision making on sustainability issues.<br>1. Lakshminarayan M.<br>Non-Executive Independent Director<br>DIN: 00064750<br>2. Revathy Ashok<br>Non-Executive Independent Director<br>DIN: 00057539<br>3. F. R. Singhvi<br>Executive Director<br>DIN: 00233146 |    |    |    |    |    |    |    |    |

#### 10 Details of review of NGRBCs by the Company:

| Subject for review                                      | Indicate whether review was undertaken by Director/Committee of the Board/any other Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |    |    |    |    |    |    |    |    | Frequency (Annually/Half yearly/Quarterly/Any other – please specify) |    |    |    |    |    |    |    |    |
|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|-----------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                         | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1                                                                    | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Sansera has established a structured ESG governance framework to oversee implementation, monitoring, and continual improvement of sustainability-related policies and practices aligned with the National Guidelines on Responsible Business Conduct (NGRBC). The framework is supported by a governance structure comprising the Board-level ESG Committee, senior leadership, and cross-functional operational teams, ensuring effective oversight and accountability.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |    |    |    |    |    |    |    |    | Annual review                                                         |    |    |    |    |    |    |    |    |
|                                                         | <p>The Company periodically reviews its performance against ESG policies, sustainability objectives, and material business responsibility issues across environmental, social, and governance parameters. It also assesses key risks and opportunities relating to climate change, occupational health and safety, energy management, ethics and compliance, sustainable supply chain, diversity and inclusion, and information security through management review mechanisms and governance forums.</p> <p>Functional teams drive the implementation of mitigation plans, monitor corrective actions, and report progress against defined ESG commitments and targets. To reinforce continuous improvement, the Company conducts internal reviews, audits, performance assessments, and management discussions are undertaken to ensure effective implementation of policies and continuous strengthening of sustainability performance across operations</p> |    |    |    |    |    |    |    |    |                                                                       |    |    |    |    |    |    |    |    |

| Subject for review                                                                                              | Indicate whether review was undertaken by Director/Committee of the Board/any other Committee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |    |    |    |    |    |    |    |    | Frequency (Annually/Half yearly/Quarterly/Any other – please specify) |    |    |    |    |    |    |    |    |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|-----------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|                                                                                                                 | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1                                                                    | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | <p>Sansera remains committed to complying with all applicable statutory, regulatory, environmental, labour, safety, and governance-related requirements relevant to the NGRBC principles across its operations. To support this commitment, the Company has implemented a structured compliance management framework supported by defined policies, internal controls, periodic audits, and digital compliance monitoring systems to strengthen regulatory adherence and governance oversight. It also monitors compliance obligations through dedicated compliance tracking mechanisms and digital tools to ensure timely identification, reporting, and closure of compliance-related matters. In addition, the Company undertakes periodic internal reviews and external assessments to evaluate adherence to applicable legal and regulatory requirements.</p> <p>Where any identified non-compliance, observations or deviations is identified, the relevant functions implement appropriate corrective and preventive actions under the supervision of management and relevant committees. The Company conducts root-cause analysis, implements remediation measures, and process improvements and strengthens monitoring mechanism to prevent recurrence and strengthen overall compliance effectiveness. Furthermore, it conducts continuous awareness programmes, management reviews, and audit processes to reinforce regulatory compliance and responsible business conduct across the organisation.</p> |    |    |    |    |    |    |    |    |                                                                       |    |    |    |    |    |    |    |    |

| Question                                                                                                                                                                   | P1 | P2 | P3 | P4 | P5 | P6  | P7 | P8 | P9 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|-----|----|----|----|
| <b>11 Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b> |    |    |    |    |    | Nil |    |    |    |
| <b>12 If answer to question (1) above is 'No' i.e. not all Principles are covered by a policy, reasons to be stated, as below:</b>                                         |    |    |    |    |    |     |    |    |    |
| The entity does not consider the principles material to its business (Yes/No)                                                                                              |    |    |    |    |    |     |    |    |    |
| The entity is not at a stage where it can 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)                                                                    |    |    |    |    |    | NA  |    |    |    |
| It is planned to be done in the next financial year (Yes/No)                                                                                                               |    |    |    |    |    |     |    |    |    |
| Any other reason (please specify)                                                                                                                                          |    |    |    |    |    |     |    |    |    |



# C SECTION

## 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 programmes on any of the principles during the financial year:**

| Segment                                                                                                                | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | % of persons in respective category covered by the awareness programmes                       |
|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <br><b>Board of Directors</b>       | <b>4</b>                                               | <p>The Board members were provided with focused awareness sessions and strategic briefings. These covered Enterprise Risk Management, ESG governance and sustainability strategy, climate change and GHG reduction initiatives, succession planning, business continuity management, and emerging regulatory developments.</p> <p>These programmes strengthened the Board's oversight on sustainability-related risks and opportunities while enhancing governance effectiveness. They also supported the alignment of the Company's long-term business strategy with responsible business practices and stakeholder expectations.</p> | <br>100% |
| <br><b>Key Managerial Personnel</b> | <b>5</b>                                               | <p>Key Managerial Personnel participated in leadership-level training and awareness programmes. These programmes covered Enterprise Risk Management, ESG integration, climate-related initiatives including GHG reduction strategies, succession planning, operational resilience, and business continuity management.</p> <p>The programmes strengthened strategic decision-making, and improved accountability towards sustainability goals. In addition, they enhanced management capability in driving responsible business conduct across operations.</p>                                                                         | <br>100% |

| 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                                               |
|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
|  <p><b>Employees other than BoD and KMPs</b></p> | 737                                                    | <p>Employees underwent extensive training programmes covering induction and on-the-job training, multi-skilling initiatives, technical competency development, management systems, customer-specific requirement (CSR) training. They also participated in ESG awareness programmes, GHG reduction initiatives, environmental health and safety (EHS) practices, workplace health and wellness sessions, HR policies, supervisory development programmes, buddy programmes, coaching, mentoring, behavioural training, and outbound learning initiatives. Collectively, these programmes enhanced technical capabilities, improving operational efficiency, strengthening safety awareness, promoting responsible workplace behaviour, and building a culture of continuous learning and sustainability across the organisation.</p>                                                                  | <p>100%</p> <p><b>New Joiners</b></p> <p>58.11%</p> <p><b>Existing Employees Refresher, Upskilling Training</b></p>   |
|  <p><b>Workers</b></p>                         | 797                                                    | <p>Workers participated in structured awareness and skill development programmes. These programmes covered induction training, on-the-job training, refresher training, technical and operational skill enhancement programmes, management systems training, customer-specific requirement (CSR) awareness.</p> <p>They also received training on ESG and sustainability along with GHG reduction initiatives. Additional areas included EHS programmes, health and safety talks, HR policy awareness, supervisory development initiatives, buddy programmes, coaching, mentoring, and outbound engagement programmes.</p> <p>Together, these programmes strengthened operational competency, workplace safety culture, employee engagement, productivity. They also reinforced awareness regarding responsible business practices and sustainability objectives across manufacturing operations.</p> | <p>100%</p> <p><b>New Joiners</b></p> <p>76.12%</p> <p><b>Existing Employees – Refresher, Upskilling Training</b></p> |

- 2 Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website**  
Nil
- 3 Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.**

| Case details   | Name of the regulatory/enforcement agencies/judicial institutions |
|----------------|-------------------------------------------------------------------|
| 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 weblink to the policy.**

Sansera Engineering Limited is committed to conducting its business with the highest standards of integrity, transparency, and ethical conduct. The Company has adopted an Anti-Bribery and Anti-Corruption Policy that enforces a zero-tolerance approach towards bribery, corruption, facilitation payments, extortion, fraud, and any form of unethical business conduct.

The policy applies to all Directors, employees, contract personnel, consultants, business associates, and other stakeholders acting on behalf of the Company. It provides clear guidance on the acceptance and offering of gifts, hospitality, donations, sponsorships, conflicts of interest, interactions with government officials, and reporting of suspected violations. Employees are expected to comply with applicable laws and regulations while upholding the Company's ethical standards in all dealings.

To strengthen its governance framework, the Company has established a Vigil Mechanism and Whistle-Blower Policy to facilitate the reporting and investigation of issues related to anti-corruption and anti-bribery. These mechanisms are supported by the Company's Code of Conduct and Business Ethics Policy, enabling employees and stakeholders to report concerns relating to unethical behaviour, corruption, fraud, or misconduct without fear of retaliation.

The Company reinforces these standards through periodic awareness programmes and training sessions on ethical business conduct, anti-bribery requirements, conflict-of-interest management, and compliance obligations. During 2025-26, it continued to reinforce its culture of ethical conduct through periodic compliance awareness programmes and

achieved comprehensive coverage of employees under ethics and compliance training initiatives.

The Audit Committee periodically reviews complaints received under the whistle-blower mechanism and oversees the effectiveness of the Company's governance and compliance framework. The Company does not tolerate any acts of bribery or corruption, and any violation of the policy may result in disciplinary action, including termination of employment or business relationships, as applicable.

The Company's Anti-Bribery Policy, Code of Conduct, and Vigil Mechanism and Whistle-Blower Policy are available on its website.

Sansera Anti-Bribery Policy

Code of Conduct for Directors and Senior Management

Vigil Mechanism and Whistle-Blower Policy



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

| Category  | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|-----------|-------------------------------------|--------------------------------------|
| Directors | Nil                                 |                                      |
| KMPs      |                                     |                                      |
| Employees |                                     |                                      |
| Workers   |                                     |                                      |

6
Details of complaints about conflict of interest

| Category                                                                                     | 2025-26<br>(Current financial year) |                             | 2024-25<br>(Previous financial year) |                             |
|----------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------|--------------------------------------|-----------------------------|
|                                                                                              | Number                              | Remarks                     | Number                               | Remarks                     |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil                                 | No complaints were received | Nil                                  | No complaints were received |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | Nil                                 | No complaints were received | Nil                                  | No complaints were received |

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

During the reporting period, no cases relating to corruption, bribery, fraud, or conflicts of interest were reported that required action by regulators, law enforcement agencies, or judicial institutions. Consequently, the Company did not require any corrective action in this regard.

Nevertheless, the Company continues to maintain a robust governance and compliance framework to prevent and detect instances of unethical conduct. It implements the Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Vigil Mechanism and

Whistle-Blower Policy, conflict-of-interest disclosure requirements, periodic compliance reviews, and employee awareness programmes on ethical business conduct.

In addition, the Company encourages timely reporting of concerns through established grievance and whistle-blower channels and, where necessary, undertakes appropriate investigations and preventive actions to strengthen its culture of integrity, transparency, and accountability.

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

| Category                            | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|-------------------------------------|-------------------------------------|--------------------------------------|
| Number of days of accounts payables | 61.09                               | 56.33                                |



## 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                                                                                 | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|----------------------------|-----------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                | 1.39%                               | 2%                                   |
|                            | b. Number of trading houses where purchases are made from                               | 5                                   | 5                                    |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses     | 100                                 | 100                                  |
| Concentration of Sales     | a. Sales to dealers/distributors as % of total sales                                    | 0                                   |                                      |
|                            | b. Number of dealers/distributors to whom sales are made                                |                                     |                                      |
|                            | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors     |                                     |                                      |
| Share of RPTs in           | a. Purchases (Purchases with related parties/ Total purchases)                          | 6%                                  | 6%                                   |
|                            | b. Sales (Sales to related parties/Total sales)                                         | 0.33%                               | 0%                                   |
|                            | c. Loans & advances (Loans & advances given to related parties /Total loans & advances) | 0%                                  | 0%                                   |
|                            | d. Investments (Investments in related parties/ Total Investments made)                 | 99%                                 | 99%                                  |

## LEADERSHIP INDICATORS

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

| Sl. No. | Total number of awareness programmes held | Topics/principles covered under the training                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---------|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| 1.      | <b>125</b>                                | Training programmes covered Environmental, Health & Safety (EHS) awareness, ESG and sustainability principles, responsible business conduct, industrial safety and workplace behaviour, safe driving practices and transportation safety, good housekeeping and 5S implementation. They also included fire prevention and emergency response, first-aid and incident response management, hazardous waste handling and environmental compliance, occupational health and safety requirements, resource conservation and pollution prevention. In addition, employees received training in technical competency development, quality management systems, customer-specific requirements, regulatory compliance, and supplier responsibilities relating to sustainability, ethics, and operational excellence. | <b>21.2%</b><br>(80% of the covered during the supplier sustainability and system audit)                        |

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

Yes. Sansera Engineering Limited has established processes and governance mechanisms to identify, prevent, disclose, and manage actual, potential, or perceived conflicts of interest. These conflicts may involve members of the Board of Directors, Key Managerial Personnel (KMPs), and Senior Management. Conflict of interest is also covered through the Company's Business Ethics policy.

The Company's Code of Conduct for Directors and Senior Management, Business Ethics Policy, and related governance frameworks set clear expectations. They require Directors and KMPs to act in the Company's best interests and avoid situations that may result in a conflict between personal interests and the interests of the Company. Accordingly, they are required to make periodic disclosures. These disclosures include directorships, shareholdings, business interests, related-party relationships, and any other circumstances that may give rise to a conflict of interest.

Members of the Board are expected to disclose any actual or potential conflict of interest at the earliest opportunity. Where necessary, they must abstain from participating in discussions or decision-making on matters in which they have a personal or financial

interest. In addition, the Company has established procedures for the review and approval of related party transactions in accordance with applicable regulatory requirements and corporate governance standards.

To further strengthen governance, Directors, KMPs, and Senior Management are required to maintain confidentiality of unpublished price-sensitive information and safeguard the Company assets. They are also required to avoid misusing their position for personal gain and comply with applicable insider trading regulations. In addition, the Company conducts periodic awareness programmes and declarations are undertaken to reinforce ethical conduct and compliance obligations.

Collectively, these mechanisms promote transparency, accountability, fairness, and responsible decision-making across the organisation. They also enable the Company to identify, manage, and mitigate potential conflicts of interest effectively while upholding high standards of corporate governance and stakeholder trust.

[Sansera Business Ethics, working condition and Human Rights Policy Guideline to Enhance Sustainability](#)

[Code of Conduct for Directors and Senior Management.](#)



## 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.**

| Category | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) | Details of improvements in environmental and social impacts                                                                                                                                                                                                                                        |
|----------|-------------------------------------|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R&D      | 0                                   | 0                                    | -                                                                                                                                                                                                                                                                                                  |
| Capex    | 1.16                                | 1.01                                 | Improvements in environmental and social impacts include energy efficiency projects, renewable energy initiatives, pollution control systems, waste reduction and recycling technologies. They also include community development initiatives focused on education, and environment, among others. |

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

Yes. Sansera has established procedures and governance mechanisms to promote sustainable sourcing across its supply chain. The Company's Supplier Quality Assurance Manual, Sustainable Procurement Policy, Supplier Responsible Sourcing of Natural Raw Materials Policy, and related supplier management processes form a robust framework. These frameworks help evaluate and engage suppliers on quality, environmental, social, ethical, and regulatory requirements.

As part of the supplier onboarding and evaluation process, the Company assesses suppliers on product quality and operational capability. It also evaluates environmental compliance, occupational health and safety practices, business ethics, statutory compliance, and responsible sourcing practices. In addition, Sansera conducts periodic supplier assessments and audits to

monitor adherence to its requirements and encourage continual improvement.

The Company also engages with suppliers through awareness programmes, sustainability assessments, performance reviews, and capability-building initiatives. These efforts strengthen ESG performance across the value chain. Through these initiatives, Sansera encourages suppliers to adopt responsible environmental practices, comply with applicable laws and regulations, maintain safe working conditions, uphold human rights principles, and conduct business ethically.

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

65%

**3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:**

**Plastics  
(including  
packaging)**

Sansera promotes circularity in packaging materials through reuse, recycling, and responsible disposal practices. Reusable packaging materials such as bins, trays, containers, and protective covers received from customers and suppliers are systematically collected, inspected, and reused wherever feasible.

Plastic waste generated from operations, including damaged bins, containers, packaging covers, drums, and barrels, is segregated at source. The segregated waste is channelled to authorised recyclers and EPR-compliant waste management agencies for recycling and resource recovery. The Company continues to reduce single-use packaging materials and promotes sustainable packaging practices across its operations and supply chain.

**E-waste**

Electronic waste generated from manufacturing facilities and offices includes computers, servers, printers, networking equipment, batteries, electronic components, and other electrical equipment. It is segregated and disposed of through authorised e-waste recyclers approved by the relevant regulatory authorities.

The Company ensures that e-waste is handled, transported, recycled, and disposed of in accordance with applicable E-Waste Management Rules and environmental regulations. These practices minimise environmental risks and promote responsible resource recovery.

**Hazardous  
waste**

Hazardous waste generated from manufacturing processes includes used oils, contaminated materials, chemical residues, sludge, paint waste, and other process-related hazardous waste streams. The Company manages this waste through a structured waste management system.

Waste is segregated, stored, transported, and disposed of in accordance with applicable environmental regulations and Pollution Control Board requirements. Recyclable hazardous waste, such as used oil, is sent to authorised recyclers for recovery and reuse. Meanwhile, non-recyclable hazardous waste is disposed of through authorised Treatment, Storage and Disposal Facilities (TSDFs) and approved incineration facilities to ensure environmentally sound management.

**Other waste**

Non-hazardous waste generated across operations, including paper, cardboard, corrugated boxes, metal scrap, wood waste, garden waste, and food waste, is managed through reuse, recycling, recovery, and responsible disposal mechanisms.

Recyclable waste streams are channelled to authorised recyclers for material recovery. At the same time, metal scrap generated during manufacturing is recycled and reintroduced into the value chain.

Organic waste such as food waste and garden waste is diverted for beneficial use through animal feed, composting, or other recovery mechanisms. These practices minimise landfill waste and support circular economy principles.

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

Yes. Extended Producer Responsibility (EPR) is applicable to certain operations of the Company, particularly those involving plastic packaging waste. Sansera has established mechanisms to ensure compliance with applicable EPR requirements and related regulatory obligations.

Plastic waste generated from operations is channelled through authorised recyclers and waste management agencies that are registered under the applicable EPR framework. The Company further undertakes due diligence to verify the regulatory compliance and EPR registration status of such recyclers and service providers.

Waste collection and disposal practices implemented at applicable facilities align with the EPR plans and regulatory requirements prescribed by the relevant authorities. The Company also procures applicable plastic packaging materials through authorised and EPR-compliant vendors wherever required.

Through these initiatives, Sansera supports responsible waste management, resource recovery, recycling, and circular economy objectives while ensuring compliance with evolving environmental regulations.

## 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?**

| S. No.                                         | NIC Code | Name of product/service | % of total turnover contributed | Boundary for which the Life Cycle Perspective/Assessment was conducted | Whether conducted by independent external agency | Results communicated in public domain (Yes/No). If yes, provide the web-link. |
|------------------------------------------------|----------|-------------------------|---------------------------------|------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------|
| SEL has not conducted a Life Cycle Assessment. |          |                         |                                 |                                                                        |                                                  |                                                                               |

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

| Name of product/service | Description of the risk /concern | Action taken |
|-------------------------|----------------------------------|--------------|
| NA                      |                                  |              |

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

| Indicate input material | Recycled or re-used input material to total material |                                      |
|-------------------------|------------------------------------------------------|--------------------------------------|
|                         | 2025-26<br>(Current financial year)                  | 2024-25<br>(Previous financial year) |
|                         | 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:**

| Category                       | 2025-26<br>(Current financial year) |          |                 | 2024-25<br>(Previous financial year) |          |                 |
|--------------------------------|-------------------------------------|----------|-----------------|--------------------------------------|----------|-----------------|
|                                | Reused                              | Recycled | Safely Disposed | Reused                               | Recycled | Safely Disposed |
| Plastics (including packaging) | 0                                   | 120.73   | 0               | 0                                    | 74.0     | 0               |
| E-waste                        | 0                                   | 8.23     | 0               | 0                                    | 4.65     | 0               |
| Hazardous waste                | 0                                   | 360.22   | 2,116.38        | 0                                    | 343.0    | 1,558.0         |
| Other waste                    | 0                                   | 33,899.5 | 0.00            | 0                                    | 31,491   | 0.00            |



# 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                       | % of employees covered by |                  |            |                    |            |                    |            |                    |            |                     |             |
|--------------------------------|---------------------------|------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|-------------|
|                                | Total<br>(A)              | Health insurance |            | Accident insurance |            | Maternity Benefits |            | Paternity Benefits |            | Day Care facilities |             |
|                                |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | %<br>(F/ A) |
| Permanent Employees            |                           |                  |            |                    |            |                    |            |                    |            |                     |             |
| Male                           | 1,523                     | 1,523            | 100%       | 1,523              | 100%       | 0                  | 0%         | 0                  | 0%         | 0                   | 0%          |
| Female                         | 101                       | 101              | 100%       | 101                | 100%       | 101                | 100%       | 0                  | 0%         | 0                   | 0%          |
| Total                          | 1,624                     | 1,624            | 100%       | 1,624              | 100%       | 101                | 100%       | 0                  | 0%         | 0                   | 0%          |
| Other than Permanent Employees |                           |                  |            |                    |            |                    |            |                    |            |                     |             |
| Male                           | 8,843                     | 8,843            | 100%       | 8,843              | 100%       | 0                  | 0%         | 0                  | 0%         | 0                   | 0%          |
| Female                         | 907                       | 907              | 100%       | 907                | 100%       | 907                | 100%       | 0                  | 0%         | 0                   | 0%          |
| Total                          | 9,750                     | 9,750            | 100%       | 9,750              | 100%       | 907                | 100%       | 0                  | 0%         | 0                   | 0%          |

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

| Category                     | % of workers covered by |                  |            |                    |            |                    |             |                    |             |                     |             |
|------------------------------|-------------------------|------------------|------------|--------------------|------------|--------------------|-------------|--------------------|-------------|---------------------|-------------|
|                              | Total<br>(A)            | Health insurance |            | Accident insurance |            | Maternity benefits |             | Paternity benefits |             | Day care facilities |             |
|                              |                         | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(F)      | %<br>(F/ A) | Number<br>(E)      | %<br>(E/ A) | Number<br>(F)       | %<br>(F/ A) |
| Permanent Workers            |                         |                  |            |                    |            |                    |             |                    |             |                     |             |
| Male                         | 932                     | 932              | 100%       | 932                | 100%       | 0                  | 0%          | 0                  | 0%          | 0                   | 0%          |
| Female                       | 5                       | 5                | 100%       | 5                  | 100%       | 5                  | 100%        | 0                  | 0%          | 0                   | 0%          |
| Total                        | 937                     | 937              | 100%       | 937                | 100%       | 5                  | 100%        | 0                  | 0%          | 0                   | 0%          |
| Other than Permanent Workers |                         |                  |            |                    |            |                    |             |                    |             |                     |             |
| Male                         | 7,911                   | 7,911            | 100%       | 7,911              | 100%       | 0                  | 0%          | 0                  | 0%          | 0                   | 0%          |
| Female                       | 902                     | 902              | 100%       | 902                | 100%       | 902                | 100%        | 0                  | 0%          | 0                   | 0%          |
| Total                        | 8,813                   | 8,813            | 100%       | 8,813              | 100%       | 902                | 100%        | 0                  | 0%          | 0                   | 0%          |

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

|                                                                                | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|--------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| Cost incurred on well-being measures as a % of total revenue of the Company    | 205.16 mn                           | 176.97 mn                            |
| ii Total revenue of the company                                                | 29,039.6 mn                         | 27,186.85 mn                         |
| iii Cost incurred on wellbeing measures as a % of total revenue of the company | 0.71%                               | 0.7%                                 |

**2 Details of retirement benefits, for current financial year and previous financial year**

| Benefits                | 2025-26<br>(Current financial year)                |                                                |                                                      | 2024-25<br>(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 worker | Deducted and deposited with the authority (Y/N/N.A.) |
| PF                      | 100%                                               | 100%                                           | Y                                                    | 100%                                               | 100%                                          | Y                                                    |
| Gratuity                | 100%                                               | 100%                                           | Y                                                    | 100%                                               | 100%                                          | Y                                                    |
| ESI                     | 100%                                               | 100%                                           | Y                                                    | 100%                                               | 100%                                          | Y                                                    |
| Others - please specify | -                                                  | -                                              | -                                                    | -                                                  | -                                             | -                                                    |

**3 Accessibility of workplaces**

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

Yes. Sansera is committed to providing an inclusive, accessible, and barrier-free work environment for all employees and workers, including persons with disabilities. The Company strives to ensure that its facilities support accessibility and reasonable accommodation principles.

To enhance accessibility, the Company has implemented measures across facilities. These include wheelchair-accessible ramps, dedicated parking spaces, ground-floor access to key facilities and meeting rooms, accessible pathways, and other infrastructure modifications to support ease of movement. Accessibility considerations are also incorporated, wherever feasible, during the design and development of new facilities and workplace infrastructure.

Sansera remains committed to creating an inclusive workplace that enables persons with disabilities to

work safely, comfortably, and effectively. Through these efforts, the Company promotes equal participation and opportunities across the organisation.



4

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

Yes. Sansera is committed to fostering a diverse, equitable, and inclusive workplace. The Company provides equal employment opportunities to all individuals without discrimination based on age, gender, disability, race, colour, religion, nationality, marital status, sexual orientation, or any other characteristic protected under applicable laws.

The Company's Equal Opportunity and Non-Discrimination principles are embedded within its Human Rights, Business Ethics, and HR policies and practices. These policies promote fair recruitment, equal access to training and development opportunities, merit-based career progression, and a workplace culture founded on dignity, respect, and inclusion.

Sansera does not tolerate any form of discrimination, harassment, or unfair treatment in any form. The Company has established appropriate grievance redressal mechanisms to address concerns

related to workplace conduct and equal opportunity. It continues to strengthen initiatives that support workforce diversity, inclusion, and accessibility across its operations.



5

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

| Gender                                                                                     | Permanent employees |                | Permanent workers   |                |
|--------------------------------------------------------------------------------------------|---------------------|----------------|---------------------|----------------|
|                                                                                            | Return to work rate | Retention rate | Return to work rate | Retention rate |
|  Male   | 100%                | 100%           | 100%                | 100%           |
|  Female | 100%                | 100%           | 100%                | 100%           |
| Total                                                                                      | 100%                | 100%           | 100%                | 100%           |

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

| Category                       | Yes/No<br>(If yes, then give details of the mechanism in brief)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent workers              | Yes. Sansera has established a formal grievance redressal mechanism to enable employees and workers to raise workplace-related concerns. The framework enables timely resolution in a fair, transparent, and confidential resolution of grievances.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Other than permanent workers   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Permanent employees            | The mechanism applies to all employees and workers, including permanent and non-permanent personnel. Employees and workers can report concerns related to working conditions, welfare, health and safety, workplace behaviour, discrimination, harassment, compensation-related matters, or any other employment-related issues through established channels.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Other than permanent employees |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                | <p>The grievance resolution process follows a structured escalation mechanism:</p> <ol style="list-style-type: none"> <li>1. Employees and workers are encouraged to first discuss concerns with their immediate supervisor for resolution at the operational level.</li> <li>2. If the grievance remains unresolved, it may be escalated to the Department Head and Human Resources Department for review and appropriate action.</li> <li>3. Where the grievance is not satisfactorily resolved, the matter may be escalated to the Management through the Human Resources function for further consideration and resolution.</li> <li>4. Grievances received through employee representatives, worker representatives, or recognised union committees are reviewed and discussed periodically with management to facilitate effective resolution.</li> <li>5. Matters relating to women employees, including concerns covered under the Prevention of Sexual Harassment (POSH) framework, are addressed through dedicated mechanisms and committees in accordance with applicable legal requirements.</li> <li>6. All grievances are recorded, tracked, reviewed, and resolved through defined processes to ensure fairness, confidentiality, and timely closure.</li> </ol> |

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

| Category                         | 2025-26<br>(Current financial year)                  |                                                                                                |           | 2024-25<br>(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) |
| <b>Total Permanent Employees</b> |                                                      |                                                                                                |           |                                                      |                                                                                                |           |
| Male                             | -                                                    | -                                                                                              | -         | -                                                    | -                                                                                              | -         |
| Female                           | -                                                    | -                                                                                              | -         | -                                                    | -                                                                                              | -         |
| <b>Total Permanent Workers</b>   |                                                      |                                                                                                |           |                                                      |                                                                                                |           |
| Male                             | 936                                                  | 816                                                                                            | 87.17%    | 945                                                  | 815                                                                                            | 86.2 %    |
| Female                           | 5                                                    | 5                                                                                              | 100%      | 5                                                    | 5                                                                                              | 100%      |

## 8 Details of training given to employees and workers:

| Category  | 2025-26<br>(Current financial year) |                                  |         |                         |         | 2024-25<br>(Previous financial year) |                                  |         |                         |         |
|-----------|-------------------------------------|----------------------------------|---------|-------------------------|---------|--------------------------------------|----------------------------------|---------|-------------------------|---------|
|           | Total<br>(A)                        | On Health and<br>safety measures |         | On Skill<br>upgradation |         | Total<br>(D)                         | On Health and<br>safety measures |         | On Skill<br>upgradation |         |
|           |                                     | No. (B)                          | % (B/A) | No. (C)                 | % (C/A) |                                      | No. (E)                          | % (E/D) | No. (F)                 | % (F/D) |
| Employees |                                     |                                  |         |                         |         |                                      |                                  |         |                         |         |
| Male      | 1,628                               | 939                              | 57.68%  | 1,243                   | 76.35%  | 1,602                                | 1,422                            | 89%     | 1,455                   | 90.8    |
| Female    | 110                                 | 83                               | 75.45%  | 71                      | 64.55%  | 106                                  | 100                              | 94%     | 99                      | 93.4    |
| Total     | 1,738                               | 1,022                            | 58.80%  | 1,314                   | 75.60%  | 1,708                                | 1,522                            | 89%     | 1,554                   | 90.9    |
| Workers   |                                     |                                  |         |                         |         |                                      |                                  |         |                         |         |
| Male      | 9,987                               | 8,500                            | 85.11%  | 6,411                   | 64.19%  | 8,644                                | 7,743                            | 89%     | 7,228                   | 86.4    |
| Female    | 766                                 | 697                              | 90.99%  | 500                     | 65.27%  | 651                                  | 650                              | 99.8%   | 621                     | 95.4    |
| Total     | 10,753                              | 9,197                            | 85.53%  | 6,911                   | 64.27%  | 9,295                                | 8,393                            | 90.3%   | 7,849                   | 84.4    |

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

| Category         | 2025-26<br>(Current financial year) |              |             | 2024-25<br>(Previous financial year) |              |             |
|------------------|-------------------------------------|--------------|-------------|--------------------------------------|--------------|-------------|
|                  | Total (A)                           | No. (B)      | % (B/A)     | Total (C)                            | No. (D)      | % (D/C)     |
| <b>Employees</b> |                                     |              |             |                                      |              |             |
| Male             | 1,523                               | 1,523        | 100%        | 1,487                                | 1,487        | 100%        |
| Female           | 101                                 | 101          | 100%        | 97                                   | 97           | 100%        |
| <b>Total</b>     | <b>1,624</b>                        | <b>1,624</b> | <b>100%</b> | <b>1,584</b>                         | <b>1,584</b> | <b>100%</b> |
| <b>Workers</b>   |                                     |              |             |                                      |              |             |
| Male             | 8,843                               | 8,457        | 96%         | 8,263                                | 6,295        | 76%         |
| Female           | 907                                 | 869          | 96%         | 472                                  | 224          | 47%         |
| <b>Total</b>     | <b>9,750</b>                        | <b>9,326</b> | <b>96%</b>  | <b>8,735</b>                         | <b>6,519</b> | <b>75%</b>  |

## 10 Health and safety management system:

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

Yes. Sansera has implemented a comprehensive Occupational Health and Safety (OH&S) Management System across its manufacturing facilities, offices, research and development centres, and other operational locations. The system aims to provide a safe, healthy, and risk-controlled working environment for employees, contract workers, visitors, and other relevant stakeholders.

The Company's OH&S framework is aligned with internationally recognised standards. It further

incorporates systematic processes for hazard identification, risk assessment, incident prevention, emergency preparedness, employee participation, regulatory compliance, and continual improvement. In addition, occupational health and safety considerations are integrated into operational planning, shop-floor activities, infrastructure design, contractor management, and business decision-making processes.

The OH&S Management System covers workplace safety, machine safety, fire and emergency management, occupational health surveillance, contractor safety management, ergonomics, chemical safety, environmental monitoring, incident

reporting and investigation, employee training, and compliance management. Periodic audits, management reviews, safety inspections, and performance evaluations are also conducted to strengthen safety culture and drive continuous improvement across operations.

Most of the Company's manufacturing facilities are certified to ISO 45001 Occupational Health and Safety Management System standards. This reflects Sansera's commitment to maintaining globally recognised workplace safety practices and protecting the health, safety, and well-being of its workforce.

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

Sansera follows a structured, risk-based approach to identify workplace hazards, evaluate associated risks, and implement appropriate control measures. These efforts help prevent injuries, occupational illnesses, and operational incidents.

The Company has established a Hazard Identification and Risk Assessment (HIRA) framework across routine, non-routine, maintenance, project-related, and emergency activities. Hazard identification is conducted through workplace inspections, safety audits, process reviews, job safety analyses, behavioural observations, incident investigations, near-miss reporting, employee feedback mechanisms, and periodic risk assessments.

Potential hazards are identified across various categories including machinery operations, material handling, ergonomics, electrical systems, and chemical handling. They also include fire and explosion risks, contractor activities, confined space operations, work at height, and environmental conditions.

Following hazard identification, the Company conducts detailed risk assessments to evaluate the likelihood and severity of potential incidents. It implements mitigation measures based on the hierarchy of controls, including elimination, substitution, engineering controls, administrative controls, and use of personal protective equipment (PPE).

Sansera regularly reviews and updates HIRA studies to address changes in processes, equipment, infrastructure, legal requirements, and operational conditions. Risk assessments are also conducted

periodically and whenever new processes, machinery, materials, projects, or operational modifications are introduced.

To further strengthen workplace safety, the Company has established Standard Operating Procedures (SOPs), Operational Control Procedures (OCPs), along with emergency response plans, and permit-to-work systems. In addition, it has implemented machine safety standards, lockout/tagout procedures, and contractor safety management practices.

Employees and workers actively participate in hazard identification, safety observations, and near-miss reporting. These initiatives foster a proactive safety culture across the organisation.

The Company implements these processes in alignment with the requirements of ISO 45001. They form an integral part of Sansera's commitment to providing a safe and healthy workplace while continuously reducing occupational health and safety risks.

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

Yes. Sansera has established formal mechanisms that enable employees and workers to identify, report, and escalate workplace hazards, unsafe conditions, near misses, and safety concerns in a timely manner. These mechanisms align with the Company's Occupational Health and Safety Management System and ISO 45001 requirements.

Employees and workers can report work-related hazards through multiple channels. These include safety observations, near-miss reporting systems, safety patrols, toolbox talks, risk assessment exercises, supervisor reporting, safety committee meetings, and direct communication with the Environment, Health and Safety (EHS) team. All reported hazards and safety concerns are documented, evaluated, and investigated by the concerned EHS personnel and operational teams.

The Company follows a structured process for hazard assessment, corrective action identification, implementation, and closure tracking to ensure effective risk mitigation. In addition, employees and workers are encouraged to actively participate in safety programmes and report unsafe conditions without fear of retaliation.

Where a task or activity presents an imminent health and safety risk, employees and workers have the right to immediately report the concern. They may also refrain from undertaking the activity until appropriate corrective and preventive measures have been implemented.

Regular awareness programmes, safety trainings, mock drills, and employee engagement initiatives further strengthen hazard recognition and risk reporting across the organisation. Through these measures, Sansera promotes a proactive safety culture that prioritises prevention, employee participation, and continuous improvement in workplace health and safety performance.

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

Yes. Sansera is committed to supporting the overall health, well-being, and welfare of its employees and workers beyond occupational health requirements. The Company provides access to a range of non-occupational medical and healthcare services to promote physical, mental, and emotional well-being.

Employees and eligible workers are covered under various health and welfare programmes. These include medical insurance, accident insurance, group term life insurance, statutory health benefits, and emergency medical support. The Company also provides ambulance facilities and emergency medical assistance, which may be extended to employees and their families, subject to applicable policies.

In addition, Sansera conducts periodic health check-ups, preventive health screening programmes, wellness initiatives, awareness sessions, and health camps. These programmes encourage early detection and prevention of health-related issues. The Company also promotes employee well-being through mental health awareness programmes, counselling support initiatives, stress management sessions, and wellness campaigns.

Through these initiatives, Sansera seeks to create a healthy and supportive work environment that contributes to employee well-being, workforce productivity, and overall quality of life.

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

| Safety Incident/Number                                                           | Category  | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|----------------------------------------------------------------------------------|-----------|-------------------------------------|--------------------------------------|
| Lost Time Injury Frequency Rate (LTIFR)<br>(per one million-person hours worked) | Employees | 0                                   | 0                                    |
|                                                                                  | Workers   | 0.145                               | 0.04                                 |
| Total recordable work-related injuries                                           | Employees | 0                                   | 0                                    |
|                                                                                  | Workers   | 4                                   | 1                                    |
| No. of fatalities                                                                | Employees | 0                                   | 0                                    |
|                                                                                  | Workers   | 0                                   | 0                                    |
| High consequence work-related injury or ill-health (excluding fatalities)        | Employees | 0                                   | 0                                    |
|                                                                                  | Workers   | 0                                   | 0                                    |

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

The Company has implemented several measures to promote a safe and healthy workplace, including:

**1. Comprehensive Occupational Health and Safety Management System:** Implementation of structured occupational health and safety practices aligned with ISO 45001 standards across manufacturing facilities to systematically identify, assess, and mitigate workplace risks.

**2. Hazard Identification and Risk Assessment (HIRA):** Regular hazard identification, risk assessments, safety inspections, and workplace evaluations are conducted to proactively identify potential risks and implement suitable control measures.

**3. Personal Protective Equipment (PPE):** The Company provides appropriate personal protective equipment to employees and workers based on the nature of their work. Compliance is regularly monitored through safety inspections and supervisory controls.

#### 4. Safety Training and Awareness Programmes:

Periodic safety training programmes, toolbox talks, induction programmes, refresher trainings, behavioural safety initiatives, and awareness campaigns strengthen employee awareness. These initiatives help foster a strong safety culture across all facilities.

#### 5. Emergency Preparedness and Response:

The Company conducts regular emergency response drills, fire evacuation exercises, mock drills, and emergency preparedness training. These efforts enhance readiness for potential emergencies and minimise associated risks.

#### 6. Machine and Process Safety:

The Company has implemented engineering and administrative controls, including machine guarding systems, lockout-tagout (LOTO) procedures, interlocks, safety sensors, preventive maintenance programmes, and operational controls. These measures help reduce workplace hazards.

#### 7. Health Surveillance and Medical Support:

Periodic health check-ups, occupational health monitoring, medical surveillance programmes,

ambulance facilities, first-aid arrangements, and emergency medical response mechanisms are provided to support employee health and well-being.

#### 8. Employee Participation and Safety Governance:

Safety committees, daily Gemba walks, management safety reviews, employee engagement initiatives, near-miss reporting systems, and incident investigation mechanisms encourage active participation. These practices support continuous improvement in safety management.

#### 9. Contractor and Visitor Safety Management:

Contractors and visitors receive safety briefings, access controls, and compliance guidelines. These measures ensure adherence to workplace safety standards across the Company premises.

#### 10. Health, Well-being, and Workplace Environment:

The Company promotes employee well-being through wellness programmes, awareness sessions, ergonomic workplace practices, mental health initiatives, and safe workplace infrastructure.

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

| Category           | 2025-26<br>(Current financial year) |                                       |                                                                                                                                                                                                                           | 2024-25<br>(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 | 231                                 | 22                                    | Grievances received were primarily related to workplace conditions, employee welfare measures, operational safety, and shop-floor facilities. These were addressed through the established grievance redressal mechanism. | 107                                  | 10                                    | -       |
| Health & Safety    | 48                                  | 4                                     |                                                                                                                                                                                                                           | 48                                   | 6                                     | -       |

### 14 Assessments for the year:

| Category                  | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|---------------------------|----------------------------------------------------------------------------------------------------------|
| Health & Safety Practices | EOHS internal system audit - 100%<br>External third-party audit conducted by M/s. TUV NORD - 100%        |
| Working Conditions        | EOHS internal system audit - 100%<br>External third-party audit conducted by M/s. TUV NORD - 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.**

Sansera follows a structured and proactive approach towards occupational health and safety management, focusing on prevention, continuous improvement, and risk mitigation. Safety-related incidents, near misses, observations, audit findings, and workplace hazards are systematically investigated to identify root causes and implement appropriate corrective and preventive actions.

The effectiveness of these actions is periodically reviewed through safety audits, inspections, management reviews, and monitoring mechanisms. Based on risk assessments, safety audits, incident investigations, and employee feedback, the Company has implemented several measures to strengthen workplace safety and improve working conditions. These include:

- Installing and upgrading fire protection systems, including fire hydrants, fire extinguishers, fire alarm systems, public address systems, emergency lighting, and directional safety signage
- Strengthening electrical safety through installation of electrical insulating rubber mats, earth leakage circuit breakers (ELCBs), improved grounding systems, and periodic electrical safety inspections

- Enhancing machine safety through machine guards, safety interlocks, emergency stop mechanisms, rotary equipment protection systems, and lockout-tagout (LOTO) procedures
- Conducting regular safety audits, workplace inspections, behavioural safety observations, and compliance reviews to identify and eliminate unsafe conditions and practices.
- Implementing Hazard Identification and Risk Assessment (HIRA) studies and Job Safety Analysis (JSA) processes to proactively identify, evaluate, and mitigate workplace risks
- Strengthening employee awareness through safety toolbox talks, health and safety campaigns, safety competency development programmes, emergency response training, mock drills, and contractor safety training
- Promoting employee participation through safety committees, near-miss reporting mechanisms, suggestion schemes, and safety engagement initiatives
- Improving emergency preparedness and response capabilities through periodic mock drills, evacuation exercises, and review of emergency response procedures
- Providing appropriate personal protective equipment (PPE) and reinforcing safe work practices through supervision and periodic monitoring

## 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. SEL covers Group Term Life Insurance, Employee Deposit Linked Insurance (EDLI) and GPA for permanent employees and EDLI for temporary workmen.

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

The Company ensures remittance of all statutory dues on time. SEL also verifies periodically monthly for contract employees.

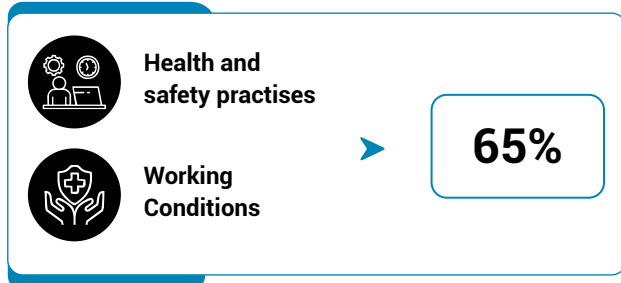
**3 Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

| Category  | 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 |                                      |
|-----------|------------------------------------------|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
|           | 2025-26<br>(Current financial year)      | 2024-25<br>(Previous financial year) | 2025-26<br>(Current financial year)                                                                                                               | 2024-25<br>(Previous financial year) |
| Employees | 0                                        | 0                                    | 0                                                                                                                                                 | 0                                    |
| Workers   | 0                                        | 0                                    | 0                                                                                                                                                 | 0                                    |

**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. The Company extends the tenure of certain employees beyond retirement on a case-by-case basis.

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



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

Sansera conducts periodic sustainability and supplier assessments to evaluate the environmental, health, safety, labour, governance, and operational practices of its value chain partners. Based on assessment findings, the Company communicates improvement opportunities, corrective actions, and target timelines to suppliers to address identified gaps and strengthen their sustainability performance.

The Company follows a structured supplier engagement approach to review and track observations from observations from sustainability assessments, audits, customer requirements, and regulatory expectations. In addition, follow-up reviews and periodic assessments are conducted to monitor progress and ensure effective implementation of corrective actions.

During the reporting period, value chain partners undertook several initiatives based on assessment findings and improvement recommendations. These included strengthening monitoring and reporting of GHG emissions and energy consumption, establishing carbon reduction objectives and setting environmental performance targets. Partners also enhanced waste management, effluent management, and integration of environmental aspects into risk identification and assessment processes.

Suppliers were further encouraged to strengthen their occupational health and safety management systems through improved hazard identification and risk assessment practices. They also implemented appropriate control measures, enhanced workplace safety infrastructure, installed safety equipment such as smoke detection systems and



emergency response facilities, and adopted preventive maintenance practices.

In addition, value chain partners were advised to strengthen employee welfare and grievance management systems. This included establishing formal grievance redressal mechanisms, improving communication channels, and enhancing workforce engagement practices. Suppliers were also encouraged to conduct incident investigations and root-cause analyses for workplace incidents, near misses, and safety observations to facilitate continual improvement and prevent recurrence.

Through ongoing supplier engagement, periodic reviews, and capability-building initiatives, Sansera continues to support its value chain partners in improving health, safety, environmental, and social performance. These efforts promote responsible business conduct and sustainable value chain practices.

# 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.

Sansera Engineering Limited follows a structured stakeholder identification process driven by materiality assessment. Stakeholders are mapped based on their influence on business continuity, risks, strategy, and the impact of Company operations on them.

The Company identifies key stakeholder groups including employees, customers, investors, suppliers, regulators, communities, and financial institutions. These groups are prioritised based on material ESG risks and opportunities.

The process is embedded within the Company's ESG framework, which emphasises continuous stakeholder engagement, regulatory alignment, and incorporation of feedback into decision-making. This approach enables the Company to create long-term value.

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

| S. No. | Stakeholder group | Whether identified as Vulnerable and Marginalised 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                                                                        |
|--------|-------------------|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Employees         | No                                                               | Goal setting and performance appraisal meetings, email, SMS, WhatsApp groups, websites, publications, newsletters, display notices of policies at various locations, covered in training plan, Sansera intranet (IMS, ESS-employee self-service software) whereby employees can access policies, social media such as LinkedIn, townhall meetings (monthly plant wise), sunrise meeting, Daily Work Management (DMW), safety committee meetings, POSH meetings, grievance Committee meetings, and canteen committee meetings. | • Periodically                                                                    | Long term strategy plans, training and awareness, health, safety, and engagement initiatives. Enhance employee volunteerism and safety awareness on regulatory updates |

| S. No. | Stakeholder group                | Whether identified as Vulnerable and Marginalised 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                                                                                         |
|--------|----------------------------------|------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2      | Investors                        | No                                                               | Seminars, conferences, official communication channels, regulatory audits/inspections, environmental compliance, policy intervention, websites, government portals, Sheel legal software for communication, Ricago software - legal and regulatory updates, compliance escalation software periodically updated, updates from forums such as Chamber of Commerce which highlights on legal requirements, and HR community groups. | <ul style="list-style-type: none"> <li>Annually</li> <li>Periodically</li> <li>Quarterly</li> </ul> | Investors prefer to invest in the organisations that are socially and environmentally responsible.                                                                                      |
| 3      | Customers                        | No                                                               | Website, publications, mass media and digital communications, plant visits, conferences, customer surveys, social media, and events                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>Periodically</li> </ul>                                      | Product quality and availability                                                                                                                                                        |
| 4      | Suppliers and service providers  | No                                                               | Plant visits, supplier audits, professional networks, workshops and trainings, and supplier performance monitoring (monthly).                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>Periodically</li> </ul>                                      | Quality, timely delivery and payments, ISO and OSHA standards followed by supply chain.                                                                                                 |
| 5      | Government and Regulatory Bodies | No                                                               | Seminars/conferences, official communication channels, regulatory audits/inspections, website, government portals and notices.                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>Periodically</li> </ul>                                      | Guiding in terms of understanding government schemes in the same area (if any) for increased effectiveness. Resolution of compliance-related queries if any.                            |
| 6      | Communities                      | Yes                                                              | Meetings (of community/local authority and town council/ committee/location head/SWOT council), community visits and projects, partnership with local charities, volunteerism, and seminars/ conferences.                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Periodically</li> </ul>                                      | Please refer to the following link for information about the Company's community engagements: <a href="https://sansera.in/sansera-foundation">https://sansera.in/sansera-foundation</a> |
| 7      | Bankers                          | No                                                               | Annual reports, press releases, earnings call, investor meets, one-on-one calls and meetings, and investor conferences.                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>Periodically</li> <li>Need- based</li> </ul>                 | Financing-related investment.                                                                                                                                                           |

## 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.

Sansera Engineering Limited has instituted a Board-level ESG Committee to provide strategic oversight on sustainability-related matters. The Committee oversees stakeholder engagement, ESG risk management, and regulatory developments.

It ensures that the Board is periodically apprised of emerging ESG issues, material risks, and performance against sustainability objectives. The Committee also facilitates structured feedback from Directors to strengthen governance and decision-making.

At the operational level, functional heads and cross-functional teams engage with key stakeholders, including customers, suppliers, and value chain partners. These engagements are supported by structured review mechanisms, audits, and regular business interactions and enable real-time identification of risks, opportunities, and evolving stakeholder expectations.

The Company consolidates insights from stakeholder interactions through defined reporting frameworks to the ESG Committee. This approach aligns ground-level inputs with Board-level strategy.

Through this integrated governance framework, Sansera embeds stakeholder considerations into its business processes, enhances transparency, and supports long-term value creation in line with its ESG commitments.

### 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

The Company has established an ESG governance system that systematically integrates stakeholder inputs into the identification and management of

environmental and social priorities. It engages with key stakeholder groups, including employees, customers, suppliers, and value chain partners, through multiple formal and informal mechanisms. These mechanisms include safety committee meetings, grievance redressal forums, POSH committee discussions, operational reviews and periodic consultations.

The Company regularly reviews its policies and practices by incorporating feedback received from stakeholders on ESG-related matters such as occupational health and safety, environmental performance, workplace conditions, and regulatory compliance. It analyses these inputs through structured feedback mechanisms and materiality assessments.

This approach helps identify emerging risks, prioritise key issues, and update policies and controls accordingly. A defined escalation and reporting structure further supports effective governance.

Insights gathered from stakeholder interactions at the operational level are systematically consolidated and communicated to senior management and the Board-level ESG Committee. This process supports informed decision-making and drives continuous improvement. It also strengthens transparency, enhances accountability, and embeds stakeholder expectations into business processes and sustainability strategy.

The Company maintains ongoing feedback loops to keep stakeholders informed of actions taken in response to their inputs. This approach reinforces trust, encourages participation, and supports the continuous refinement of ESG policies, programmes and performance outcomes.

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

The Company actively engages with vulnerable and marginalised stakeholder groups through its structured Corporate Social Responsibility (CSR) framework, implemented through the Sansera Foundation. These initiatives address identified community



needs and create sustainable and measurable social impact across education, healthcare, environmental sustainability, and community development.

The Company adopts a participatory approach to community engagement. It considers inputs from local stakeholders, community representatives, and implementation partners while designing and executing CSR programmes. This approach ensures that initiatives respond to local socio-economic challenges and align with broader sustainability objectives.

To address community concerns effectively, the Company undertakes need assessments, project-based interventions, and continuous stakeholder consultations. These efforts ensure that programmes remain relevant, inclusive, and outcome-driven. The Company also conducts periodic monitoring

and evaluation mechanisms to assess programme effectiveness and enable continuous improvement.

Furthermore, the Company encourages employee volunteering and partnerships with NGOs and institutions. These partnerships strengthen stakeholder collaboration and enhance the scale and impact of CSR initiatives. Through this integrated approach, the Company fulfils its social responsibility obligations while contributing to long-term community resilience and inclusive growth in its areas of operation.

Through these structured interventions, the Company systematically identifies and addresses the concerns of vulnerable and marginalised groups. It also incorporates these insights into its community engagement strategy, reinforcing its commitment to responsible and sustainable business practices.



# 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             | 2025-26<br>(Current financial year) |                                          |               | 2024-25<br>(Previous financial year) |                                          |            |
|----------------------|-------------------------------------|------------------------------------------|---------------|--------------------------------------|------------------------------------------|------------|
|                      | Total<br>(A)                        | No. of employees/<br>workers covered (B) | %<br>(B/A)    | Total<br>(C)                         | No. of employees/<br>workers covered (D) | %<br>(D/C) |
| <b>Employees</b>     |                                     |                                          |               |                                      |                                          |            |
| Permanent            | 1,685                               | 843                                      | 50.03%        | 1,643                                | 1,174                                    | 72%        |
| Other than permanent | 52                                  | 52                                       | 100%          | 73                                   | 73                                       | 100%       |
| <b>Total</b>         | <b>1,737</b>                        | <b>895</b>                               | <b>51.53%</b> | <b>1,716</b>                         | <b>1,247</b>                             | <b>73%</b> |
| <b>Workers</b>       |                                     |                                          |               |                                      |                                          |            |
| Permanent            | 1,190                               | 722                                      | 60.67%        | 1,369                                | 1,271                                    | 93%        |
| Other than permanent | 9,563                               | 8,494                                    | 88.82%        | 8,168                                | 7,009                                    | 86%        |
| <b>Total</b>         | <b>10,753</b>                       | <b>9,216</b>                             | <b>85.71%</b> | <b>9,537</b>                         | <b>8,280</b>                             | <b>87%</b> |

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

| Category             | 2025-26<br>(Current financial year) |                          |         |                           |         | 2023-24<br>(Previous financial year) |                          |         |                           |          |
|----------------------|-------------------------------------|--------------------------|---------|---------------------------|---------|--------------------------------------|--------------------------|---------|---------------------------|----------|
|                      | Total<br>(A)                        | Equal to<br>minimum wage |         | More than<br>minimum wage |         | Total<br>(D)                         | Equal to<br>minimum wage |         | More than<br>minimum wage |          |
|                      |                                     | No. (B)                  | % (B/A) | No. (C)                   | % (C/A) |                                      | No. (E)                  | % (E/D) | No. (F)                   | % (F/ D) |
| Employees            |                                     |                          |         |                           |         |                                      |                          |         |                           |          |
| Permanent            | 1,623                               | 0                        | 0%      | 1,623                     | 100%    | 1,579                                | 0                        | 0%      | 1,579                     | 100%     |
| Male                 | 1,523                               | 0                        | 0%      | 1,523                     | 100%    | 1,483                                | 0                        | 0%      | 1,483                     | 100%     |
| Female               | 101                                 | 0                        | 0%      | 101                       | 100%    | 96                                   | 0                        | 0%      | 96                        | 100%     |
| Other than permanent | 0                                   | 0                        | 0%      | 0                         | 100%    | 5                                    | 0                        | 0%      | 5                         | 100%     |
| Male                 | 0                                   | 0                        | 0%      | 0                         | 0%      | 4                                    | 0                        | 0%      | 4                         | 100%     |
| Female               | 0                                   | 0                        | 0%      | 0                         | 0%      | 1                                    | 0                        | 0%      | 1                         | 100%     |
| Workers              |                                     |                          |         |                           |         |                                      |                          |         |                           |          |
| Permanent            | 937                                 | 0                        | 0%      | 937                       | 100%    | 950                                  | 0                        | 0%      | 950                       | 100%     |
| Male                 | 932                                 | 0                        | 0%      | 932                       | 100%    | 945                                  | 0                        | 0%      | 945                       | 100%     |
| Female               | 5                                   | 0                        | 0%      | 5                         | 100%    | 5                                    | 0                        | 0%      | 5                         | 100%     |
| Other than permanent | 8,813                               | 0                        | 0%      | 8,813                     | 100%    | 7,785                                | 0                        | 0%      | 7,785                     | 100%     |
| Male                 | 7,911                               | 0                        | 0%      | 7,911                     | 100%    | 7,318                                | 0                        | 0%      | 7,318                     | 100%     |
| Female               | 902                                 | 0                        | 0%      | 902                       | 100%    | 467                                  | 0                        | 0%      | 467                       | 100%     |

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

| Category                         | Male   |                                                                          | Female |                                                               |
|----------------------------------|--------|--------------------------------------------------------------------------|--------|---------------------------------------------------------------|
|                                  | Number | Median remuneration/salary/wages of respective category (INR in million) | Number | Median remuneration/salary/wages of respective category (INR) |
| Board of Directors (BoD)         | 05     | 31.37 Mn                                                                 | 01     | 3.825 Mn                                                      |
| Key Managerial Personnel         | 5      | 1,06,81,805                                                              | 0      | 0                                                             |
| Employees other than BoD and KMP | 1,514  | 6,33,744                                                                 | 101    | 4,33,992                                                      |
| Workers                          | 8,843  | 2,60,640                                                                 | 907    | 2,57,686                                                      |

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

|                                                 | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|-------------------------------------------------|-------------------------------------|--------------------------------------|
| Gross wages paid to females                     | 177.29 mn                           | 59.585 mn                            |
| Total wages                                     | 4,448.46 mn                         | 2,604.7 mn                           |
| Gross wages paid to females as % of total wages | 3.9%                                | 2.3%                                 |

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

Yes. The Company has a Grievance Handling Committee that serves as the focal point for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company has established a grievance redressal mechanism to address concerns related to human rights, workplace issues, and employee well-being. Employees are encouraged to report any concerns that may affect their work environment, dignity, rights, or performance.

Employees may submit grievances in writing to the concerned Department Head and the Human Resources (HR) Department. The Department Head, in coordination with HR, reviews the grievance and undertakes appropriate actions to resolve the issue in a fair and timely manner.

If a grievance remains unresolved within one week of submission, or if the employee is dissatisfied with the outcome, it may be escalated through the HR Department to the Management for further review. The Management reviews the grievance and communicates its decision to the concerned employee within five working days.

In addition, the Company periodically reviews working conditions raised through the Union Committee. Management and Union representatives discuss these matters jointly to ensure effective resolution and drive continuous improvement in workplace practices.

## 6 Number of complaints on the following made by employees and workers:

| Category                             | 2025-26<br>(Current financial year) |                                       |         | 2024-25<br>(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                    |                                     |                                       |         |                                      |                                       |         |
| Discrimination at workplace          |                                     |                                       |         |                                      |                                       |         |
| Child labour                         |                                     | 01                                    |         |                                      |                                       |         |
| Forced labour/<br>Involuntary labour |                                     | Resolved Disciplinary action taken    |         |                                      | Nil                                   |         |
| Wages                                |                                     |                                       |         |                                      |                                       |         |
| Other human rights related issues    |                                     |                                       |         |                                      |                                       |         |

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

|                                                                                                                                  | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 01                                  | Nil                                  |
| Complaints on POSH as a % of female employees/workers                                                                            |                                     |                                      |
| Complaints on POSH upheld                                                                                                        |                                     |                                      |

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

The Company is committed to providing a workplace free from discrimination, harassment, retaliation, and unfair treatment. It prohibits discrimination based on race, gender, nationality, religion, age, disability, sexual orientation, medical condition, language, or any other characteristic protected under applicable laws.

To address workplace harassment, the Company has implemented a Prevention of Sexual Harassment (POSH) Policy and constituted Internal Committees (ICs) at all applicable locations in accordance with statutory requirements. Employees may report incidents of discrimination, harassment, or inappropriate behaviour through established grievance channels without fear of retaliation.

The Company follows a fair, impartial, and confidential investigation process. It maintains the confidentiality of

complainants, respondents, witnesses, and proceedings to the extent permitted by law. The Company also strictly prohibits retaliation, victimization, intimidation, or adverse action against a complainant, witness, or participant in an investigation.

Where necessary, the Company may implement appropriate interim measures to safeguard the complainant and ensure a safe working environment during the investigation. Employees experiencing retaliation or adverse consequences after raising a concern may report the matter to the Internal Committee, Human Resources Department, or Management for immediate review and corrective action.

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

Yes

## 10 Assessments for the year:

| Category                    | % of your plants and offices that were assessed<br>(by entity or statutory authorities or third parties) |
|-----------------------------|----------------------------------------------------------------------------------------------------------|
| Child labour                | 100%                                                                                                     |
| Forced/involuntary labour   | 100%                                                                                                     |
| Sexual harassment           | 100%                                                                                                     |
| Discrimination at workplace | 100%                                                                                                     |
| Wages                       | 100%                                                                                                     |
| Others – please specify     | RBA Audit, Customer CSR Audit, and SGS audit, among others.                                              |

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

Human rights requirements form an integral part of the Company's business agreements, contracts, and applicable supplier expectations. The Company is committed to conducting its business in a manner that respects and promotes human rights and expects its business partners to uphold the same standards.

Based on the assessments conducted during the reporting period, the Company identified no significant human rights risks, violations, or concerns requiring corrective action. The Company further monitors the operations and business relationships. Where necessary, the Company remains committed to implementing appropriate corrective and preventive measures.

## LEADERSHIP INDICATORS

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

The Company has established grievance redressal mechanisms and human rights policies to address concerns raised by employees and workers. During the reporting period, it received no human rights-related grievances that necessitated modifications to existing business processes.

The Company continues to strengthen awareness through periodic training, communication, and engagement programmes on human rights and ethical workplace practices.

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

The Company undertakes periodic assessments and audits to evaluate compliance with human rights requirements across its operations.

During the reporting period, customer audits, including Responsible Business Alliance (RBA) assessments conducted by OEM customers, covered key human rights aspects. These included non-discrimination, prevention of child labour and forced labour, working hours, wages and benefits, occupational health and safety, freedom of association, and workplace conditions.

Accordingly, no significant human rights concerns were identified during these assessments.

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

Yes. The Company is committed to providing an inclusive and accessible environment. Where applicable, its facilities provide ground-floor access and other infrastructure provisions to improve accessibility for differently abled visitors. These provisions align with applicable legal requirements and operational feasibility.

- 4 Details on assessment of value chain partners: All our Supplier are assessed based our Sustainability Assessment checklist in line GRI, BRSR, UNGC Expectation** - supplier onboarding process, the Company undertakes risk-based due diligence. This process evaluate suppliers' environmental performance, compliance status, and potential impact on air emissions, wastewater management, waste handling, and resource utilisation. Suppliers identified as high-risk from an environmental perspective are subject to enhanced evaluation, and onboarding is avoided or conditional upon implementation of corrective measures

|                             | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Child labour                | 65%                                                                                         |
| Forced/involuntary labour   | 65%                                                                                         |
| Sexual harassment           | 65%                                                                                         |
| Discrimination at workplace | 65%                                                                                         |
| Wages                       | 65%                                                                                         |
| Others – please specify     | 65%                                                                                         |

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

Based on the assessments conducted during the reporting period, the Company identified no significant risks, violations, or concerns among the assessed value chain partners. These included issues relating to child labour, forced labour, sexual harassment, workplace discrimination, wages, or other human rights aspects.

Accordingly, no corrective actions were required. The Company continues to engage with its value chain partners and monitor compliance with applicable legal, ethical, and human rights requirements through periodic assessments and reviews.

During previous year, the overall value chain assessment was 65% due to consideration of warehouse. However, during 2025-26, only manufacturing facilities were considered for sustainability assessment. As a result, the assessment coverage remained at 65%.

# 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                                                                                                                                                                               | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>From renewable sources</b>                                                                                                                                                           |                                     |                                      |
| Total electricity consumption (A) (in GJ)                                                                                                                                               | 3,34,826.4                          | 2,72,744                             |
| Total fuel consumption (B)                                                                                                                                                              | -                                   | -                                    |
| Energy consumption through other sources (C)                                                                                                                                            | -                                   | -                                    |
| <b>Total energy consumed from renewable sources (A + B + C)</b><br>(in GJ)                                                                                                              | 3,34,826.4                          | 2,72,744                             |
| <b>From non-renewable sources</b>                                                                                                                                                       |                                     |                                      |
| Total electricity consumption (D) (in GJ)                                                                                                                                               | 1,98,585                            | 2,00,969                             |
| Total fuel consumption (E) (in GJ)                                                                                                                                                      | 98,408.3                            | 87,904.71                            |
| Energy consumption through other sources (F) (in GJ)                                                                                                                                    | 0                                   | 0                                    |
| <b>Total energy consumed from non-renewable sources (D + E + F)</b><br>(in GJ)                                                                                                          | 2,96,993.3                          | 2,88,874                             |
| <b>Total energy consumed (A + B + C + D + E + F)</b> (in GJ)                                                                                                                            | 6,31,819.7                          | 5,61,617.43                          |
| <b>Energy intensity per rupee of turnover</b> (Total energy consumed/Revenue from operations) (in GJ/₹ mn)                                                                              | 20.39                               | 20.66                                |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/Revenue from operations adjusted for PPP) (in GJ/₹ mn adjusted for PPP) | 409.63                              | 462.68                               |
| <b>Energy intensity in terms of physical output</b><br>(in GJ/unit of product)                                                                                                          | 0.00573                             | 0.00426                              |
| Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity                                                                                                |                                     |                                      |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)<br>If yes, name of the external agency.                             | No                                  |                                      |

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

Not applicable. As Sansera is not a designated consumer.

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

| S. No.                                                                                                                                                                                             | Parameter                  | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|-------------------------------------|--------------------------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                                                                  |                            |                                     |                                      |
| i                                                                                                                                                                                                  | Surface water              | 0                                   | 0                                    |
| ii                                                                                                                                                                                                 | Groundwater                | 68,385.71                           | 56,366.62                            |
| iii                                                                                                                                                                                                | Third party water          | 1,39,175.18                         | 1,16,535.54                          |
| iv                                                                                                                                                                                                 | Seawater/desalinated water | 0                                   | 0                                    |
| v                                                                                                                                                                                                  | Other                      | 49,434.91                           | 43,696.84                            |
| <b>Total volume of water withdrawal (in kilolitres)<br/>(i + ii + iii + iv + v)</b>                                                                                                                |                            | 2,56,995.80                         | 2,16,599                             |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                                                           |                            | 2,12,505.96                         | 1,99,414                             |
| Water intensity per rupee of turnover (Water consumed/<br>Revenue from operations) (in KL/₹ Mn)                                                                                                    |                            | 6.86                                | 7.33                                 |
| <b>Water intensity per rupee of turnover adjusted<br/>for Purchasing Power Parity (PPP)</b> (Total water<br>consumption/Revenue from operations adjusted for<br>PPP) (in KL/₹ Mn adjusted for PPP) |                            | 137.81                              | 149.98                               |
| <b>Water intensity in terms of physical output</b><br>(in KL/unit of product)                                                                                                                      |                            | 0.00192                             | 0.00151                              |
| Water intensity ( <i>optional</i> ) – the relevant metric may be<br>selected by the entity                                                                                                         |                            |                                     |                                      |
| Note: Indicate if any independent assessment/<br>evaluation/assurance has been carried out by an<br>external agency? <b>(Y/N)</b> If yes, name of the external<br>agency.                          |                            | Nil                                 |                                      |

**4 Provide the following details related to water discharged:**

| Parameter                                                                                                                                                                       |                                                       | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                                                                                    |                                                       |                                     |                                      |
| To Surface water                                                                                                                                                                | No treatment                                          | 0                                   | 0                                    |
|                                                                                                                                                                                 | With treatment – please<br>specify level of treatment | 0                                   | 0                                    |
| To Groundwater                                                                                                                                                                  | No treatment                                          | 0                                   | 0                                    |
|                                                                                                                                                                                 | With treatment – please<br>specify level of treatment | 0                                   | 0                                    |
| To Seawater                                                                                                                                                                     | No treatment                                          | 0                                   | 0                                    |
|                                                                                                                                                                                 | With treatment – please<br>specify level of treatment | 0                                   | 0                                    |
| Sent to third parties                                                                                                                                                           | No treatment                                          | 0                                   | 0                                    |
|                                                                                                                                                                                 | With treatment – please<br>specify level of treatment | 0                                   | 0                                    |
| Others                                                                                                                                                                          | No treatment                                          | 0                                   | 0                                    |
|                                                                                                                                                                                 | With treatment – please<br>specify level of treatment | 0                                   | 0                                    |
| Note: Indicate if any<br>independent assessment/<br>evaluation/assurance has<br>been carried out by an<br>external agency? <b>(Y/N)</b> If yes,<br>name of the external agency. |                                                       | Not done                            | Yes. TUV SUD                         |

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

The Company operates treatment plants that reuse treated water for gardening purposes at most facilities. Both Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) have been implemented, while Zero Liquid Discharge (ZLD) is yet to be implemented. Among the 17 plants, four operate both ETP and STP, while 15 have STP. Additionally, two non-manufacturing

plants utilise soak pits and septic tanks. The treated water from these systems is repurposed for gardening.

Specifically, Plant 4 in Manesar and Plant 6 in Rudrapur operate wastewater treatment systems. The treated water from these facilities is subsequently discharged to the Common Effluent Treatment Plant (CETP).

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

| Parameter                           | Please specify unit | 2025-26<br>(Current financial year)                                                                                                                                                                                                                                                                                                                                         | 2024-25<br>(Previous financial year)                                                                                                                                                                                                                                                                                                                              |
|-------------------------------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| NOx                                 | mg/Nm <sup>3</sup>  | 41.20                                                                                                                                                                                                                                                                                                                                                                       | 40.82                                                                                                                                                                                                                                                                                                                                                             |
| SOx                                 | mg/Nm <sup>3</sup>  | 19.52                                                                                                                                                                                                                                                                                                                                                                       | 22.1                                                                                                                                                                                                                                                                                                                                                              |
| Particulate Matter (PM)             | mg/Nm <sup>3</sup>  | 48.60                                                                                                                                                                                                                                                                                                                                                                       | 46.0                                                                                                                                                                                                                                                                                                                                                              |
| Persistent organic pollutants (POP) |                     | BDL                                                                                                                                                                                                                                                                                                                                                                         | BDL                                                                                                                                                                                                                                                                                                                                                               |
| Volatile organic compounds (VOC)    |                     | BDL                                                                                                                                                                                                                                                                                                                                                                         | BDL                                                                                                                                                                                                                                                                                                                                                               |
| Hazardous air pollutants (HAP)      |                     | NA                                                                                                                                                                                                                                                                                                                                                                          | NA                                                                                                                                                                                                                                                                                                                                                                |
| Others – please specify             |                     | SEL undertakes quarterly third-party lab testing for each of these air emission parameters, including NOx and SOx, across its locations. This is in addition to the Company's internal monitoring systems and helps ensure emissions remain within permissible limits.<br><br>The Company also submits the reports to the concerned authority and Pollution Control Boards. | SEL undertakes quarterly third-party lab testing for each of these air emission parameters, including NOx and SOx across all its locations. This complements the Company's internal monitoring systems and helps ensure emissions remain within permissible limits. The Company also submits the reports to the concerned authority and Pollution Control Boards. |

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,  
Madhav Associates approved by MoEF. MITCON Consultancy & Engineering Services Limited | Pune - MoEF approved lab.  
Universal Analysis Lab- NABL - TC5023 - Haryana Win Met Technologies Private Limited - UP - MoEF approved lab



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

| Parameter                                                                                                                                                                                               | Unit                                    | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------|--------------------------------------|
| <b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                            | CO <sub>2</sub> in MT                   | 8,076.14                            | 7,632.71                             |
| <b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                            | CO <sub>2</sub> in MT                   | 39,165.29                           | 40,584.61                            |
| <b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)                                                                      | tCO <sub>2</sub> e/mn                   | 1.52                                | 1.77                                 |
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) | tCO <sub>2</sub> e/mn adjusted for PPP  | 30.53                               | 39.72                                |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>                                                                                                                         | tCO <sub>2</sub> e/unit of product      | 0.00042                             | 0.00037                              |
| Total Scope 1 and Scope 2 emission intensity (optional) – per ton of production                                                                                                                         | CO <sub>2</sub> in MT/ton of production | -                                   | -                                    |
| 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.                                                |                                         | Nil                                 |                                      |

**Scope 3 emissions**

| Parameter                                                                                                                                                             | Unit                                              | 2025-26     | 2024-25     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------|-------------|
| Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent       | 9,23,814.37 | 8,81,838.38 |
| Total Scope 3 emissions per rupee of turnover                                                                                                                         | tCO <sub>2</sub> e/Mn INR                         | 29.81       | 32.43       |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity                                                                       | Tonnes of CO <sub>2</sub> e per rupee of turnover | —           | —           |

**Note:** Out of 15 Categories of scope 3 emissions, 9 categories are applicable to Sansera. The current year (2025-26), hereby disclose 7 categories of scope 3 emissions. Category 1- Purchase Goods & services are calculated using spend based method. Category 2- Capital Goods are calculated using Average spend-based method. Category 3- Fuel- and Energy-Related Activities are calculated using Average data method. Category 5- Waste Generated in Operations are calculated using Waste type specific method. Category 6- Business Travel is calculated using Distance based method. Category 7- Employee Commuting are calculated using Distance based method. Category 15- Investments are calculated using Average spend based method

Yes. Sansera has implemented several projects to reduce greenhouse gas emissions. These initiatives include:

**1. Renewable Energy and Electrification Transition:**

- Commissioned an 860 kW rooftop solar installation, contributing significantly to renewable energy share
- Increased adoption of grid-based renewable energy including wind and solar power across plants
- Reduced Scope 2 emission through energy substitution (high ESG visibility)

**2. Process-Level Energy Optimisation**

- Eliminated chillers in deep hole drilling and hydraulic systems through heat exchanger/cooling tower integration
- Replaced multiple chillers with centralised cooling tower system
- Optimised hydraulic power pack (Hawe-type + intermittent operation) across machines
- Reduced electrical load by downsizing SDD machines and coolant motors from 22 kW to 5.5 kW
- Eliminated electrical heaters in washing machines through the adoption of Ometa cleaning system and compressor heat recovery

**4. Compressed Air System Optimisation**

- Replaced MS pipelines with aluminium pipelines to reduce pressure drop and leakage
- Identified and rectified air leakages through thermal imaging and audits  
Installed air cut-off valves, idle air shut-off systems, and additional air receivers
- Optimised compressor loading and unloading cycles and added air receivers
- Reduced operating pressure (e.g., 5.5 bar → 4 bar optimisation in some lines)

**5. Motor and Drive Efficiency Improvements**

- Replaced IE2 motors with IE3 and IE4 energy-efficient motors across plants
- Upgraded induction motor in forging and production lines
- Installed SVG (Static Var Generator) to improve power factor
- Reduced RPM in agitator and process motors

**6. Automation and Idle Energy Elimination**

Deployed timer-based control systems, sensor-based automation, and PLC logic modifications

**7. HVAC, Lighting and Utility Optimisation**

- Replaced CFL/250W lamps with LED-based lighting systems
- Integrated motion sensors, and temperature-based fan automation
- Optimised electrical panel air conditioning, and shopfloor ventilation systems

**8. Equipment Retrofitting and Process Innovation**

- Improved billet heating efficiency through correct coil sizing in IBH systems
- Optimised cooling load through duct and process modifications
- Replaced pneumatic tools with electric/battery alternatives
- Utilised heat recovery systems for process applications

**9. Energy Management System (EnMS) Implementation**

- Continued implementation of ISO 50001-based Energy Management System across operations.
- Implemented SEC (Specific Energy Consumption) reduction programmes
- Identified Significant Energy Uses (SEUs)
- Monitored energy performance continuously through improvement projects

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

| Parameter                                                                                                                                                   | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>Total waste generated (in metric tonnes)</b>                                                                                                             |                                     |                                      |
| Plastic waste (A)                                                                                                                                           | 120.73                              | 73.98                                |
| E-waste (B)                                                                                                                                                 | 8.23                                | 4.66                                 |
| Bio-medical waste (C)                                                                                                                                       | 1.39                                | 0.10                                 |
| Construction and demolition waste (D)                                                                                                                       | 3.68                                | 9.48                                 |
| Battery waste (E)                                                                                                                                           | 12.29                               | 6.48                                 |
| Radioactive waste (F)                                                                                                                                       | 0                                   | 0.0                                  |
| Other hazardous waste. Please specify, if any. (G)                                                                                                          | 2,476.60                            | 1,901.03                             |
| Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)                        | 33,266.60                           | 31,045.19                            |
| <b>Total (A + B + C + D + E + F + G + H)</b>                                                                                                                | <b>35,889.52</b>                    | <b>33,031.92</b>                     |
| <b>Waste intensity per rupee of turnover</b><br>(Total waste generated/Revenue from operations)                                                             | 1.16                                | 1.21                                 |
| <b>Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP)    | 23.30                               | 27.21                                |
| <b>Waste intensity in terms of physical output</b>                                                                                                          | 0.000325                            | 0.000251                             |
| Waste intensity (optional) – the relevant metric may be selected by the entity                                                                              | -                                   | -                                    |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>              |                                     |                                      |
| <b>Category of waste</b>                                                                                                                                    |                                     |                                      |
| i Recycled                                                                                                                                                  | 33,899.51                           | 31,491                               |
| ii Reused                                                                                                                                                   | 0.0                                 | 0.0                                  |
| iii Other recovery operations                                                                                                                               | 1,105.66                            | 977.37                               |
| <b>Total</b>                                                                                                                                                | <b>35,005.17</b>                    | <b>32,477</b>                        |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                                           |                                     |                                      |
| <b>Category of waste</b>                                                                                                                                    |                                     |                                      |
| i. Incineration                                                                                                                                             | 844.70                              | 563                                  |
| ii. Landfill                                                                                                                                                | 0.00                                | 0.27                                 |
| iii. Other disposal methods                                                                                                                                 | 0.0                                 | 0.0                                  |
| <b>Total</b>                                                                                                                                                | <b>844.70</b>                       | <b>563.27</b>                        |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)<br>If yes, name of the external agency. |                                     | Nil                                  |

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.**

Sansera Engineering Limited has implemented a structured and systematic waste management framework across its operations, aligned with environmental and occupational health and safety requirements. The key practices adopted are as follows:

**1. Segregation at Source:**

All waste streams are segregated at the point of generation using a colour-coded bin system. This enables effective classification of hazardous and non-hazardous waste while facilitating downstream handling and disposal.

**2. Scientific Storage and Handling:**

Dedicated storage areas are established for hazardous and non-hazardous waste. Hazardous waste is stored in accordance with regulatory requirements through secure practices, including covered enclosures, concrete flooring, and approved containers. Non-hazardous waste is stored in designated areas to prevent cross-contamination.

**3. Quantification and Tracking:**

The Company maintains a comprehensive waste inventory and tracking system, including quantity registers for waste generation and disposal. This ensures traceability and compliance with statutory reporting requirements.

**4. Waste Reduction, Recovery and Reuse Initiatives:**

The Company actively implements initiatives to minimise waste generation and promote resource efficiency, including:

- Recovery and recycling of cotton waste
- Reuse of oil through centrifuge-based reclamation systems
- Reuse of plastic containers and metallic cans, wherever feasible

**5. Monitoring and Continuous Improvement:**

Waste management performance is monitored through a structured Monitoring and Measurement Plan, enabling continual improvement by identifying opportunities for waste reduction and recycling.

**6. Compliance with EHS Procedures:**

All waste management activities are governed by established Environmental, Occupational Health and Safety procedures, ensuring adherence to internal standards and applicable legal requirements.

**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:**

| S. no.                                                                                                                                                                                                       | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| SEL does not have any plants around ecologically sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests and coastal regulation zones. |                                |                    |                                                                                                                                                           |

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

| S. no.         | 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 weblink |
|----------------|-----------------------------------|----------------------|------|-----------------------------------------------------------|------------------------------------------------|------------------|
| Not Applicable |                                   |                      |      |                                                           |                                                |                  |

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

Yes. SEL is compliant with all the applicable environmental laws.

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

## LEADERSHIP INDICATORS

**1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

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

(i) Name of the area

Sansera does not withdraw, consume or discharge water in areas of water stress.

(ii) Nature of operations

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

| Parameter                                                                                                                                                | 2025-26<br>(Current financial year)                                | 2024-25<br>(Previous financial year) |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                        |                                                                    |                                      |
| To surface water                                                                                                                                         |                                                                    |                                      |
| To groundwater                                                                                                                                           |                                                                    |                                      |
| To seawater                                                                                                                                              |                                                                    |                                      |
| Sent to third parties                                                                                                                                    |                                                                    |                                      |
| Others                                                                                                                                                   |                                                                    |                                      |
| <b>Total volume of water withdrawal (in kilolitres)</b>                                                                                                  |                                                                    |                                      |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                 |                                                                    |                                      |
| Water intensity per rupee of turnover (Water consumed/turnover)                                                                                          |                                                                    |                                      |
| Water intensity (optional) – the relevant metric may be selected by the entity                                                                           |                                                                    |                                      |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>                                                                             |                                                                    |                                      |
| To surface water                                                                                                                                         | No treatment<br>With treatment – please specify level of treatment | Nil                                  |
| To groundwater                                                                                                                                           | No treatment<br>With treatment – please specify level of treatment |                                      |
| To seawater                                                                                                                                              | No treatment<br>With treatment – please specify level of treatment |                                      |
| Sent to third parties                                                                                                                                    | No treatment<br>With treatment – please specify level of treatment |                                      |
| Others                                                                                                                                                   | No treatment<br>With treatment – please specify level of treatment |                                      |
| <b>Total water discharged (in kilolitres)</b>                                                                                                            |                                                                    |                                      |
| Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. |                                                                    | No                                   |

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

SEL does not have any plants around ecologically sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests and coastal regulation zones, among others. As its facilities are situated within designated industrial areas and estates, the Company's impact on biodiversity remains minimal.

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

| S. no. | Initiative undertaken                                             | Details of the initiative (Weblink, if any, may be provided along-with summary)                                                                                                                                                                                                                                | Outcome of the initiative                                                                                                                            |
|--------|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Advanced energy efficiency and process optimisation across plants | <ul style="list-style-type: none"> <li>Implemented multiple energy efficiency projects including elimination of chillers through heat exchangers, hydraulic power pack optimisation, machine idle cut-off logic, timer/sensor-based automation, and optimisation of compressors and cooling systems</li> </ul> | <ul style="list-style-type: none"> <li>Reduced energy consumption significantly</li> <li>Improved operational efficiency</li> </ul>                  |
| 2      | Adoption of renewable energy                                      | <ul style="list-style-type: none"> <li>Increased renewable energy consumption by installing high-capacity rooftop solar systems and procured wind and solar power for plant operations</li> </ul>                                                                                                              | <ul style="list-style-type: none"> <li>Reduced Scope 2 emissions</li> <li>Decreased dependence on conventional energy sources</li> </ul>             |
| 3      | Compressed air system optimisation                                | <ul style="list-style-type: none"> <li>Implemented air audits, leakage detection using advanced techniques, replaced MS pipelines with aluminium pipelines, pressure optimisation, and installed automatic air cut-off systems</li> </ul>                                                                      | <ul style="list-style-type: none"> <li>Reduced energy losses</li> <li>Improved system efficiency</li> <li>Lowered electricity consumption</li> </ul> |
| 4      | Motor efficiency improvement programme (IE3/IE4 upgrades)         | <ul style="list-style-type: none"> <li>Replaced conventional motors with energy-efficient IE3 and IE4 motors across facilities, along with process optimisation such as RPM reduction and system redesign</li> </ul>                                                                                           | <ul style="list-style-type: none"> <li>Reduced base electrical load</li> <li>Improved long-term energy efficiency</li> </ul>                         |
| 5      | Waste heat recovery and process innovation                        | <ul style="list-style-type: none"> <li>Introduced waste heat recovery systems, eliminated electrical heaters in washing processes using alternative cooling technologies and reused compressor heat</li> </ul>                                                                                                 | <ul style="list-style-type: none"> <li>Reduced energy consumption</li> <li>Improved resource utilisation</li> </ul>                                  |
| 6      | Water management and effluent reuse                               | <ul style="list-style-type: none"> <li>Strengthened STP and ETP systems with treated water reuse for gardening, process applications, and implemented water conservation practices across plants</li> </ul>                                                                                                    | <ul style="list-style-type: none"> <li>Reduced freshwater consumption</li> <li>Improved water sustainability</li> </ul>                              |
| 7      | Smart energy management and monitoring                            | <ul style="list-style-type: none"> <li>Monitored energy performance continuously through Energy Management Systems (EnMS), identified significant energy uses, and implemented targeted optimisation projects</li> </ul>                                                                                       | <ul style="list-style-type: none"> <li>Reduced in specific energy consumption annually</li> <li>Improved energy performance monitoring</li> </ul>    |
| 8      | Sustainable material and process optimisation                     | <ul style="list-style-type: none"> <li>Adopted eco-friendly coolants, process redesign, and reduced chemical usage in operations including washing systems and machining</li> </ul>                                                                                                                            | <ul style="list-style-type: none"> <li>Reduced environmental impact</li> <li>Lowered consumption of hazardous materials</li> </ul>                   |
| 9      | Lighting and utility optimisation                                 | <ul style="list-style-type: none"> <li>Transitioned to LED lighting, installed motion sensors, and optimised HVAC and ventilation systems across facilities</li> </ul>                                                                                                                                         | <ul style="list-style-type: none"> <li>Reduced electricity consumption with quick payback benefits</li> </ul>                                        |
| 10     | Circular resource utilisation and waste reduction initiatives     | <ul style="list-style-type: none"> <li>Implemented reuse and recycling practices such as oil recovery through centrifuge systems, reused containers, and reduced process waste generation</li> </ul>                                                                                                           | <ul style="list-style-type: none"> <li>Improved resource efficiency</li> <li>Reduced waste generation</li> </ul>                                     |

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

Sansera Engineering Limited has established a comprehensive Business Continuity Management (BCM) and Disaster Management framework embedded within its enterprise risk management system. This framework strengthens resilience against operational disruptions and unforeseen events.

The Company adopts a risk-based approach by identifying critical processes, assessing potential threats, and evaluating their business impacts. Based on these assessments, it implements appropriate mitigation and recovery strategies. In addition, it develops and periodically reviews Business Continuity Plans (BCPs) and Disaster Recovery Plans (DRPs) across all key locations. This ensures operational readiness and supports the continuity of essential operations during disruptions.

The framework is aligned with the National Disaster Management Authority (NDMA) guidelines and internationally recognised standards such as ISO 22301. This alignment supports structured planning, response, and recovery mechanisms. Furthermore, the Company maintains adequate resources, along with critical infrastructure redundancies and backup systems, thereby enhancing overall operational reliability.

To strengthen preparedness, the Company conducts periodic mock drills, simulations, and testing exercises to evaluate the effectiveness of response mechanisms. The Company also conducts regular training, awareness programmes, and communication protocols, which strengthen employees' emergency response capabilities.

In addition, a defined governance structure enables senior management to continuously monitor and review risk mitigation measures, incident response actions, and improvement initiatives. This ensures timely decision-making and effective crisis management.

Further, the Company continues to enhance its emergency response systems through infrastructure improvements, digital monitoring tools, and site-level preparedness systems. These initiatives collectively strengthen resilience and improve rapid response capabilities across all plants.

This integrated approach ensures business continuity, regulatory compliance, and stakeholder confidence, while supporting long-term operational sustainability and risk resilience.

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

Sansera Engineering Limited has established a structured value chain environmental risk management framework to identify, assess, and mitigate potential adverse environmental impacts arising from its suppliers and business partners.

As part of its supplier onboarding process, the Company undertakes risk-based due diligence. This process evaluate suppliers' environmental performance, compliance status, and potential impact on air emissions, wastewater management, waste handling, and resource utilisation. Suppliers identified as high-risk from an environmental perspective are subject to enhanced evaluation, and onboarding is avoided or conditional upon implementation of corrective measures.

**The assessment framework covers key environmental parameters including:**

- Wastewater generation and treatment practices
- Air emissions and pollution control mechanisms
- Hazardous and non-hazardous waste management
- Noise pollution and occupational exposure aspects

In addition to onboarding assessments, the Company promotes continuous engagement with suppliers to improve environmental performance across the value chain. This includes periodic reviews, communication of sustainability expectations, and alignment with applicable regulatory requirements and industry standards.

Furthermore, the Company encourages suppliers to adopt resource-efficient practices, cleaner technologies, and responsible waste management systems. These efforts collectively help reduce the overall environmental footprint across the value chain.

Through this proactive and preventive approach, the Company is able to minimise environmental risks, ensure regulatory compliance, and strengthen sustainability across its supply chain. Ultimately, this contributes long-term value creation and reinforces responsible business conduct.

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

65%

# 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.**

6

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

| S. no. | Name of the trade and industry chambers/associations                     | Reach of trade and industry chambers/associations |
|--------|--------------------------------------------------------------------------|---------------------------------------------------|
| 1      | The Automotive Component Manufacturers Association of India (ACMA)       | National                                          |
| 2      | Bidadi Industries Association & Bommasandra Industrial Association (BIA) | State                                             |
| 3      | BAVA (Bajaj Auto Vendor Association)                                     | State - Uttarakhand                               |
| 4      | Karnataka Employers Association                                          | State                                             |
| 5      | Bangalore Chamber of Industry and Commerce (BCIC)                        | State                                             |
| 6      | Society of Indian Aerospace Technologies and Industries (SIATI)          | National                                          |
| 7      | Confederation of Indian Industry                                         | National                                          |
| 8      | Federation of Indian Chambers of Commerce and Industry (FICCI)           | National                                          |
| 9      | FKCCI – Federation of Karnataka Chambers of Commerce                     | State                                             |

| S. no. | Name of authority                                       | Brief of the case | Corrective action taken |
|--------|---------------------------------------------------------|-------------------|-------------------------|
|        | No adverse order was received in current Financial Year |                   |                         |



# PRINCIPLE 8



**Businesses should promote inclusive growth and equitable development**

## ESSENTIAL INDICATORS

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

| S. no. | 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 Weblink |
|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|-----------------------------------------------------------|------------------------------------------------|------------------|
|        | The Company has partnered with Good Business Lab, supported by the Bill & Melinda Gates Foundation, to enhance the participation of women in the automotive manufacturing sector. The project focuses on identifying and addressing barriers to women's employment through evidence-based research, skill development, and workplace interventions. It aims to improve recruitment, retention, and career progression of women employees by promoting inclusive workplace practices, safe working conditions, and gender-sensitive policies |                      |                      |                                                           |                                                |                  |

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

| S. no. | Name of project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the financial year (in ₹) |
|--------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|---------------------------------------------------|
|        |                                          |       |          | Nil                                     |                          |                                                   |

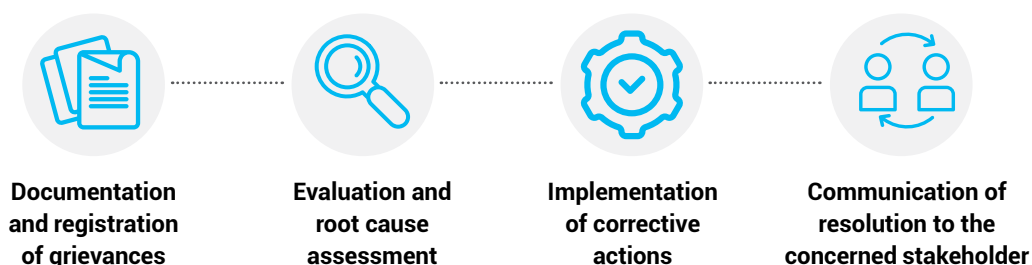
- Describe the mechanisms to receive and redress grievances of the community.**

Sansera Engineering Limited has established a structured community grievance redressal mechanism to ensure timely and effective resolution of concerns raised by local stakeholders, including communities around its operational locations.

The Company provides multiple grievance channels, including contact details available on its official website, direct interaction with plant-level representatives, and in-person grievance submission at plant locations, ensuring accessibility and transparency in the process.

All grievances received are systematically recorded, acknowledged, and addressed within defined timelines, with clear ownership assigned at the respective plant or functional level. Where necessary, concerns are escalated to plant management for further investigation and resolution.

**The grievance redressal process includes:**



The Company periodically reviews the grievance handling process to identify recurring concerns and opportunities for improvement. This helps strengthen community relationships, build stakeholder trust, and reinforce accountability, responsiveness, and proactive engagement in line with its commitment to responsible business practices and sustainable operations.

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

| Category                                                             | 2025-26<br>(Current financial year)                     | 2024-25<br>(Previous financial year)                    |
|----------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| Directly sourced from MSMEs/small producers                          | 17%                                                     | 13%                                                     |
| Sourced directly from within the district and neighbouring districts | Within district - 12.0%<br>Neighbouring district - 5.3% | Within district - 10.5%<br>Neighbouring district - 2.5% |

#### 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     | 2025-26<br>(Current financial year) | 2024-25<br>(Previous financial year) |
|--------------|-------------------------------------|--------------------------------------|
| Rural        | 11.31%                              | 11.3%                                |
| Semi-urban   | -                                   | -                                    |
| Urban        | 88.7%                               | 88.7%                                |
| Metropolitan | -                                   | -                                    |

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

## LEADERSHIP INDICATORS

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

| S. no. | Details of negative social impact identified                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Corrective action taken |
|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
|        | The percentage of women employees increased from 5% to 9%, driven by awareness initiatives across the communities. The initiative is part of a broader industry effort to improve gender diversity in the automotive sector, where women participation remains significantly low. Through collaboration with multiple industry stakeholders, the project aims to develop scalable, data-driven solutions that enhance women's access to employment opportunities while supporting workforce productivity and inclusive economic growth. |                         |

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

| S. no. | State | Aspirational district | Amount spent (in ₹) |
|--------|-------|-----------------------|---------------------|
|        |       | Not Applicable        |                     |

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

No

#### b From which marginalised/vulnerable groups do you procure?

NA

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

NA

#### 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:

| Intellectual property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit shared | Intellectual property based on traditional knowledge |
|------------------------------------------------------|-------------------------|----------------|------------------------------------------------------|
|                                                      |                         | NA             |                                                      |

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

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| NA                |                   |                         |

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

| S. no. | CSR project 2025-26                                                                                                                                                      | No. of persons benefitted from CSR projects | % of beneficiaries from vulnerable and marginalised groups   |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|--------------------------------------------------------------|
| 1      | Co-Curricular Activities (Provided Yoga, Music, Computer Education, Physical Education) - 22 Teachers and 29 Government Schools                                          | 6,727                                       | 100% rural and semi-urban people                             |
| 2      | Vidya Pragathi Programme (Provided Subject Teachers) - 51 Teachers and 31 Government Schools                                                                             | 8,356                                       | 100%                                                         |
| 3      | 5S Activities                                                                                                                                                            | 4,316                                       | Government school children 100%                              |
| 5      | Toilet Maintenance Program - 31 Government Schools                                                                                                                       | 12,562                                      | Government school children 100%                              |
| 6      | Vidya Pragathi Scholarship Programme – Anekal                                                                                                                            | 435                                         | Economically weaker sections - 100%                          |
| 7      | Vidya Pragathi Scholarship Programme – Koramangala                                                                                                                       | 560                                         | Economically weaker sections - 100%                          |
| 8      | Vidya Pragathi Scholarship Programme – Other Areas                                                                                                                       | 229                                         | Economically weaker sections - 100%                          |
| 9      | NMMS Special Classes                                                                                                                                                     | 1,041                                       | Students are mostly from economically weaker sections - 100% |
| 10     | Students Industry Visits                                                                                                                                                 | 180                                         | Government school children 100%                              |
| 11     | Career Counselling and Mental Health Program                                                                                                                             | 868                                         | Government school children 100%                              |
| 12     | National Automobile Olympiad 2025                                                                                                                                        | 1,995                                       | Government school children 70%                               |
| 13     | Residential Summer Camp                                                                                                                                                  | 98                                          | Government school children - 80%                             |
| 14     | Ramanagara Education Project                                                                                                                                             | 2,000                                       | Government school children 100%                              |
| 15     | Health Care (Dental & Eye Check-up Camp)                                                                                                                                 | 2,837                                       | Economically weaker sections - 100%                          |
| 16     | Blood Donation Camp                                                                                                                                                      | 545                                         | 100%                                                         |
| 17     | Free HIV & TB Testing Camp Conducted at AiR Humanitarian Homes, Bannerghatta, in collaboration with the Karnataka State AIDS Prevention Society, Government of Karnataka | 419                                         | 100%                                                         |

# PRINCIPLE 9



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

## ESSENTIAL INDICATORS

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

The Company operates a structured customer grievance redressal and feedback management system within its Quality Management framework, ensuring timely and effective resolution of customer concerns.

Customers can raise complaints and provide feedback through multiple channels, including dedicated business communication channels, customer interface teams, telecommunication support, and official email mechanisms. This ensures accessible and convenient reporting of issues.

All complaints received are systematically recorded, tracked, and routed through a centralised process to the relevant departments, ensuring accountability and timely resolution. The Quality Team plays a key role in assessing complaints, coordinating cross-functional investigations, and implementing corrective and preventive actions wherever required.

**The Company follows a defined closed-loop mechanism, involving:**

- Acknowledgement of the complaint
- Root cause analysis and investigation
- Implementation of corrective actions
- Communication of resolution to the customer

The Company periodically analyses complaint data to identify trends, recurring issues, and opportunities for improvement. This enables continuous enhancement of product quality and customer satisfaction while ensuring customer feedback is effectively leveraged to strengthen relationships and improve overall service delivery.

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

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



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

| Category                       | 2025-26<br>(Current financial year)                                                                                                                                             |                                   |         | 2024-25<br>(Previous financial year) |                                   |         |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|---------|--------------------------------------|-----------------------------------|---------|
|                                | Received during the year                                                                                                                                                        | Pending resolution at end of year | Remarks | Received during the year             | Pending resolution at end of year | Remarks |
| Data privacy                   | There were no complaints received relating to data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices. |                                   |         |                                      |                                   |         |
| Advertising                    |                                                                                                                                                                                 |                                   |         |                                      |                                   |         |
| Cybersecurity                  |                                                                                                                                                                                 |                                   |         |                                      |                                   |         |
| Delivery of essential services |                                                                                                                                                                                 |                                   |         |                                      |                                   |         |
| Restrictive trade practices    |                                                                                                                                                                                 |                                   |         |                                      |                                   |         |
| Unfair trade practices         |                                                                                                                                                                                 |                                   |         |                                      |                                   |         |
| Other                          |                                                                                                                                                                                 |                                   |         |                                      |                                   |         |

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

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

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

Yes. Sansera Engineering Limited has established a structured framework to address cybersecurity risks and data privacy requirements, ensuring the protection of organisational information and digital assets.

The Company has implemented a formal Information Technology Acceptable Use Policy and Data Privacy Policy, which govern the secure handling, access, and usage of information systems across the organisation. Together, these policies help prevent unauthorised access, safeguard confidential business data, and ensure responsible use of IT infrastructure by employees.

The framework is further supported by defined access control mechanisms, data security protocols, and monitoring practices, to protect sensitive information and maintain system integrity. In addition, the Company promotes employee awareness of secure data handling and cyber risk mitigation.

Cybersecurity and data privacy risks are periodically reviewed as part of the Company's governance and risk management processes, ensuring alignment with evolving regulatory requirements and industry standards. These internal policies apply across all operations, supporting data protection, confidentiality, and business continuity in a digital environment.

[ISMS-Policy\\_Sansera-Group.pdf](#)

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

No incidents related to the same have occurred in the assessment year.

7    **Provide the following information relating to data breaches:**

- a    **Number of instances of data breaches**  
0
- b    **Percentage of data breaches involving personally identifiable information of customers**  
0
- c    **Impact, if any, of the data breaches**  
There were no data breaches.

## LEADERSHIP INDICATORS

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

<https://sansera.in/>

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

Sansera Engineering Limited primarily operates under a B2B business model, serving leading Original Equipment Manufacturers (OEMs). The Company designs, manufactures, and supplies products in compliance with stringent quality and regulatory requirements.

**To support the safe and responsible use of its products, the Company:**

- Shares technical specifications, product documentation, and compliance declarations with customers
- Collaborates closely with OEMs during product development and validation to ensure alignment with safety and performance expectations
- Adheres to global regulatory frameworks governing product safety and material composition

**The Company complies with international standards and regulations, including:**

- Substances of Concern (SoC) guidelines
- REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)
- RoHS (Restriction of Hazardous Substances Directive)

These controls ensure that products supplied do not contain prohibited or restricted substances and are suitable for safe use across intended applications. Through this integrated approach, the Company ensures that product safety, regulatory compliance, and environmental responsibility are embedded across the product lifecycle, enabling customers to meet their own safety and sustainability requirements.

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

NA

**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 about consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

No