SapphireFoods

Date: 27th June 2026

To,

National Stock Exchange of India Limited Exchange Plaza, Block G, C/1, Bandra Kurla Complex, Bandra (E), Mumbai – 400051 Symbol: SAPPHIRE	BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001 Scrip Code: 543397

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the Financial year 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclose the Business Responsibility and Sustainability Report for the Financial year 2025-26, which forms an integral part of the Annual Report for the Financial year 2025-26, submitted to the Exchanges vide letter dated 27th June 2026.

You are requested to kindly take the same on record.

Thanking you,
For Sapphire Foods India Limited

SACHIN TUKARAM DUDAM

Digitally signed by SACHIN TUKARAM DUDAM
Date: 2026.06.27 17:16:18 +05'30'

SAPPHIRE FOODS INDIA LIMITED MUMBAI

Sachin Dudam
Company Secretary and Compliance Officer

Encl: a/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (BRSR)

We, Sapphire Foods India Limited ('SFIL' or the 'Company'), are pleased to present our fifth Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. This Report has been prepared in accordance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time. The disclosure also aligns with applicable SEBI circulars, including SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 on Industry Standards for reporting of BRSR Core, as applicable. This Report sets out our ESG performance, key impacts and progress, in line with the Nine Principles of the National Guidelines on Responsible Business Conduct (NGRBC) and reflects our commitment to responsible and sustainable business practices.

In our fifth Business Responsibility and Sustainability Report (BRSR), we outline our progress with our commitment to building a more sustainable business that supports responsible growth and creates long-term value for stakeholders. Through continuous engagement with our stakeholders and partners, we are advancing our sustainability priorities and tracking progress through transparent and consistent disclosures. By aligning our actions with stakeholder expectations, we aim to strengthen trust, reinforce investor confidence, and enable resilient, sustainable growth.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L55204MH2009PLC197005
2.	**Name of the Listed Entity**	Sapphire Foods India Limited (SFIL)
3.	**Year of incorporation**	2009
4.	**Registered office address**	702, Prism Tower, A Wing, Mindspace, Link Road, Goregaon (West), Mumbai, MH 400062, India
5.	**Corporate address**	702, Prism Tower, A Wing, Mindspace, Link Road, Goregaon (West), Mumbai, MH 400062, India
6.	**E-mail**	info@sapphirefoods.in
7.	**Telephone**	022-67522300
8.	**Website**	www.sapphirefoods.in
9.	**Financial year for which reporting is being done**	1st April 2025 to 31st March 2026
10.	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	**Paid-up Capital**	INR 64,27,65,810
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Balkrishna Chaturvedi 022-67522300 sustainability.officer@sapphirefoods.in
13.	**Reporting boundary** Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The Disclosures made in this report are on a standalone basis.
14.	**Name of assessment or assurance provider**	Bureau Veritas India Private Limited
15.	**Name of assessment or assurance provider**	Limited Assurance

II. Products/Services

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

S. no.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1.	Quick Service Restaurant (QSR)	Sapphire Foods India Limited (SFIL) is one of YUM! Brands' largest franchise partners in India and, as of 31st March, 2026, operates **916** KFC and Pizza Hut restaurant outlets across the country.	100

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	KFC – Chicken, Burgers, and Beverages	Division 56 – Food and Beverage service activities	68
2.	Pizza Hut – Pizza, Pasta, and Beverages	Division 56 – Food and Beverage service activities	32

III. Operations

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

Location	Number of plants	Number of offices	Total
National	916 restaurants, 8 warehouses#	1 Corporate Office, 5 Restaurants Support Centres	930 locations
International*	136 (Sri Lanka), 2 warehouses#	1 Corporate Office	139 locations

**Operated by subsidiaries # warehouses cater to the inventory requirements of the restaurant*

19. Markets Served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	KFC - 10 states; Pizza Hut – 11 states
International (No. of Countries)	1*

**Operated by subsidiaries*

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

Nil

c. A brief on types of customers

Sapphire Foods runs and operates restaurants in the name & style of KFC & Pizza Hut serving customers through dine-in, takeaway, and digital ordering channels (including delivery). Our customer base spans a wide spectrum which includes families, students, young professionals, office-goers and value-conscious consumers, wherein each seeks convenience, consistent taste, and dependable quality. Across occasions such as quick meals, group gatherings, celebrations and on-the-go snacking, we offer a broad, all-day menu designed to deliver great taste, food safety, and strong value. We also cater to digitally native customers who prefer seamless ordering, customised choices, and timely delivery, while ensuring an equally reliable experience for walk-in and takeaway guests.

IV. Employees

20. Details as at the end of the 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						
1.	Permanent (D)	13,817	8,583	62	5,234	38
2.	Other than Permanent (E)	6	3	50	3	50
3.	**Total employees (D + E)**	13,823	8,586	62	5,237	38
WORKERS*						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F + G)**	**-**	**-**	**-**	**-**	**-**

*All employees of SFIL are categorised as permanent employees. SFIL does not employ any workers; accordingly, worker related KPIs are nil and the same have not been included in any of the prescribed tables in the BRSR.

b. Differently abled Employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	78	71	91	7	9
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	78	71	91	7	9
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22
Key Management Personnel	1	-	-

22. Turnover rate for permanent employees and workers

	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)			FY 2023-24 (Year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	108%	87%	100%	92%	71%	85%	87%	71%	82%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Gamma Pizzakraft Lanka (Private) Limited	Direct Subsidiary	100	No
2.	French Restaurants Private Limited	Direct Subsidiary	100	
3.	Gamma Island Food Private Limited	Direct Subsidiary	75	

VI. CSR Details:

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

(ii) Turnover (in ₹) – 26,245.42 (in millions)

(iii) Net worth (in ₹) – 12,303.81 (in millions)

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:

To improve stakeholder engagement, we have put in place multiple channels for reporting grievances, backed by clear policies and defined processes. This helps ensure that stakeholders can raise concerns easily and supports open, transparent communication. We regularly engage with stakeholders to better understand their concerns and evaluate how these may affect our operations. We also have a structured grievance review mechanism to track progress, monitor closure, and ensure issues are resolved within the prescribed timelines.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
		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	No	-	-		-	-	-
Investors (Other than Shareholders)	Yes	-	-		2	-	-
Shareholders	Yes	-	-		-	-	-
Employees and Workers	Yes	3	2	This has been closed subsequently	5	1	This has been closed subsequently
Customers	Yes	49,180	-		119,461	-	-
Value Chain Partners	Yes	-	-		-	-	-
Others (Please specify)	-	-	-		-	-	-

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:

We have implemented a structured materiality assessment process to identify the most significant material topics across environmental, social and governance (ESG) areas. Material issues were determined by evaluating the key risks and impacts relevant to our business, along with their importance to stakeholders, including customers, suppliers, business partners, employees, investors and regulators. This assessment helped us identify the risks and opportunities that may influence our long-term strategy and decision-making. We review and refresh the material topics annually to ensure they remain relevant to our business context and aligned with stakeholder expectations.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Food Safety	R	Any lapse in food safety, particularly incidents involving foodborne illness, can materially affect customer confidence and damage brand reputation. Such reputational impact may persist even after corrective action is taken.	We follow YUM! global quality standards and FSSAI requirements, supported by regular food safety and quality training across our restaurants. Restaurant General Managers are FoSTaC certified. Our suppliers are required to meet YUM! food safety and quality standards and maintain certifications such as GFSI and SEDEX. Periodic food safety audits are conducted in line with GFSI requirements. We also promote responsible marketing practices to ensure that customer communications, product information, and promotional claims are clear, appropriate, and aligned with regulatory requirements.	**Negative** Non-compliance may lead to regulatory action, legal costs, penalties, settlements, and loss of customer trust, with a consequent impact on brand value and revenues.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Responsible Supply Chain	R	We rely on a broad supplier base for ingredients and products. Any disruption, quality inconsistency, or non-compliance within the supply chain may affect food safety, operational continuity, and brand reputation.	The Company works closely with distributors and suppliers to ensure compliance with prescribed food safety standards, supplier code of conduct, and applicable laws. Supplier compliance is assessed during onboarding, and a significant proportion of suppliers are GFSI and SEDEX certified, reflecting a focus on ethical sourcing, labour practices, and sustainability. Ongoing monitoring supports consistency and reliability.	**Negative** Supply chain disruptions may affect product availability, increase production costs, delay operations, and adversely impact sales and profitability.
3	Human Capital Development	R & O	Employee upskilling, engagement, and retention are critical to operational consistency and service quality. Inadequate capability development may impact performance, while continued investment in people strengthens productivity and reduces attrition.	We have adopted people-focused policies aligned with industry practices to support employee growth and well-being. Recognising that many frontline employees come from economically disadvantaged backgrounds with limited access to higher education, we have established a lifelong learning framework to build skills in areas such as operational excellence and customer centricity.	**Positive** A skilled and engaged workforce supports productivity, service quality, and operational efficiency. **Negative** Skill gaps or high attrition may increase recruitment, training, and onboarding costs.
4	Employee Engagement and Satisfaction	R & O	Employee engagement and satisfaction are key indicators of workforce stability. Lower engagement levels may lead to higher attrition and reduced productivity, while strong engagement supports organisational performance.	We engage with employees through multiple platforms and programmes, including Sapphire Foods Speak, OHS initiatives, employee surveys, and focus group discussions, to gather feedback and improve the employee experience.	**Positive** Higher engagement can improve productivity, service quality and retention. **Negative** Low engagement may result in increased attrition and associated costs.
5	Diversity and Inclusion (Diversity & Equal Opportunity)	O	A diverse and inclusive workforce strengthens organisational capability, enhances innovation, improves decision-making, and supports long-term business performance.	We value diversity as a core element of our culture and are committed to equal opportunity for all employees. We continue to strengthen our gender diversity, including in leadership roles, to benefit from broader perspectives and build a more inclusive workplace.	**Positive** Stronger diversity and inclusion can improve performance, enhance innovation, support a balanced workplace culture, and strengthen employer and brand reputation.
6	Employee health and safety	R	Weak safety practices and insufficient workplace safeguards can result in serious incidents, regulatory non-compliance, reputational harm, and reduced employee confidence.	We prioritise employee physical and mental well-being through workplace safety programmes and well-being initiatives. Regular health and safety training is conducted to maintain a safe and supportive working environment.	**Negative** Inadequate safety controls may result in injuries, loss of life, regulatory penalties, compensation costs, operational disruptions and reputational damage.
7	Water Management	R & O	Restaurant operations are water-dependent, and outlets located in water-stressed regions may face usage restrictions, supply disruptions or higher water costs.	We focus on improving water efficiency through reduced consumption, monitoring, and water recycling practices to optimise use and enhance operational resilience.	**Positive** Better water management can reduce operating costs and improve resilience. **Negative** Inefficient water use may disrupt operations and increase procurement costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Energy Conservation	R & O	Dependence on conventional energy sources contributes to environmental challenges and exposes the business to energy cost volatility and evolving regulatory expectations.	We are proactively managing energy consumption through the introduction of efficiency measures and increased use of renewable energy sources. Our restaurants are supported by Energy Management Systems (EMS) to monitor consumption and improve energy performance.	**Positive** Improved energy efficiency and a higher renewable energy mix can reduce GHG emissions, lower operating costs, and deliver environmental benefits. **Negative** Energy price fluctuations and evolving environmental regulations may increase operating costs and impact margins.
9	Waste Management	O	Inefficient waste management may increase environmental impact and regulatory risk, while effective waste practices support resource efficiency and operational discipline.	We ensure that waste generated from operations, including food waste, used cooking oil, and packaging waste, is handled and disposed of in compliance with applicable local regulations, with a focus on reduction and responsible disposal.	**Positive** Better waste management supports resource efficiency, reduces waste generation and may lower disposal-related costs over time. **Negative** Non-compliance may result in penalties and increased waste handling costs.
10	Sustainable Packaging	R& O	Growing regulatory focus and customer preference for environmentally responsible packaging require a transition towards sustainable alternatives.	We are transitioning to sustainable customer-facing packaging by using paper-based and recyclable materials. We have eliminated single-use plastics from consumer packaging and adopted alternatives such as paper straws and wooden cutlery.	**Positive** Use of recyclable materials can reduce waste and carbon footprint, while enhancing brand perception and customer trust. **Negative** Higher cost of sustainable materials may impact margins.
11	Data Privacy and Cyber Security	R	The business depends on increasingly complex IT systems, including internet- and cloud-based platforms, and third-party integrations, increasing exposure to cybersecurity and data privacy risks.	We have defined policies and procedures for data collection and processing in compliance with applicable laws and regulations. Cybersecurity controls are managed by an established IT team and include technical safeguards such as encryption, firewalls, and intrusion detection systems to prevent unauthorised access and cyber threats.	**Negative** Data breaches or cyber incidents may lead to business disruptions, regulatory penalties, legal costs, reputational harm, and customer attrition.
12	Business Ethics and Governance	R	In a highly regulated and closely scrutinised environment, any lapse in ethical conduct or governance may result in regulatory action, reputational damage, and loss of stakeholder trust.	We maintain governance and ethics standards through a code of conduct and defined policies for employees and vendors, a structured compliance framework, and whistle-blower mechanisms that enable reporting without fear of retaliation.	**Negative:** Ethical or governance failures may result in investigations, litigation, fines, regulatory scrutiny, reputational damage, and adverse effects on business performance.
13	Economic Performance	O	Sustainable wealth creation for shareholders, while expanding into new markets and creating value for broader stakeholders, is central to long-term business success.	We focus on disciplined cost management, operational efficiency, and strategic expansion to deliver sustainable long-term value for stakeholders.	**Positive** Sustained economic performance supports growth, profitability, and stakeholder confidence. **Negative** Cost inflation and demand variability may impact margins and profitability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

PRINCIPLE 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
PRINCIPLE 2	Businesses should provide goods and services in a manner that is sustainable and safe.
PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders
PRINCIPLE 5	Businesses should respect and promote human rights.
PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment.
PRINCIPLE 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
PRINCIPLE 8	Businesses should promote inclusive growth and equitable development.
PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Corporate Governance Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Please refer to our Supplier Code of Conduct for details								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	Our sustainability policies are aligned with the National Guidelines on Responsible Business Conduct (NGRBC) guidelines and principles as mentioned below: P1: Code of Conduct P2: Supplier Code of Conduct P3: Code of Conduct, Human Right Policy and Diversity and Inclusion Policy P4: ESG Policy P5: Human Right Policy and Diversity and Inclusion Policy P6: OHS Policy, Environment Policy and ESG Policy P7: Code of Conduct and Anti-Bribery & Corruption Policy P8: CSR policy P9: Privacy Policy								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Prioritising ESG is integral to our business strategy and long-term value creation. They support operational resilience, sustainable growth, and stakeholder trust. Our sustainability agenda focuses on the issues most material to our business and stakeholders, including food safety, ethics and governance, human rights, diversity and inclusion, climate action, nature conservation, waste management, and health and well-being. **Our key strategic priorities are:** 1. **Sustainable Packaging:** Reducing plastic use and increasing recyclable packaging across operations. 2. **Responsible Supply Chain:** Strengthening responsible sourcing, supplier certification, and traceability across the supply chain. 3. **Food Safety:** Creating positive stakeholder impact through YUM! programs and food safety capability building. 4. **Water Management:** Enhancing water stewardship through reduced consumption and responsible wastewater management. 5. **Energy Conservation:** Supporting India's Net Zero 2070 ambition through improved emissions efficiency and decarbonization initiatives. 6. **Business Ethics and Governance:** Upholding strong governance through ethical business practices and robust risk management. 7. **Diversity and Inclusion:** Fostering an inclusive workplace and improving representation across the workforce and management.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	We have established an efficient governance framework to monitor progress against our sustainability commitments. Oversight of the ESG agenda is led by the CSR & ESG Committee, which reviews Sapphire Foods' ESG strategy, policies, initiatives, commitments, and monitors implementation. The leadership team provides quarterly updates to the Group CEO and undertakes corrective actions, where required. Current performance against our ESG priorities includes: 1. **Sustainable Packaging:** Achieved **100% eco-friendly packaging** across operations. 2. **Responsible Supply Chain: 100%** of suppliers are **SEDEX members**, approximately **100%** are **GFSI-certified,** and **over 92%** fresh produce sourcing is traceable. 3. **Food Safety: 100%** of restaurants have **FoSTaC-certified Restaurant General Managers.** 4. **Water Management: 100%** of restaurants are equipped with **wastewater disposal systems.** 5. **Energy Conservation: EMS coverage** extends to **97% of KFC restaurants** and **100% of Pizza Hut restaurants.** 6. **Business Ethics and Governance:** Reported **zero stakeholder complaints** related to unfair trade practices, irresponsible advertising, or anti-competitive conduct. 7. **Diversity and Inclusion:** Women represent **38% of the total workforce** and **28% of management positions**. *For further details on our sustainability commitments and performance, please refer to our ESG Report.*								
Governance, leadership, and oversight									
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) -									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	**Executive implementation and oversight:** Under the overall supervision of the Board of Directors and our Committees, Mr. Sanjay Purohit, Whole-time Director and Group Chief Executive Officer (DIN: 00117676), is the senior-most executive responsible for the implementation and oversight of the Company's Business Responsibility policies.								
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The CSR & ESG Committee is responsible for deliberation and decision-making on sustainability-related matters. Further details on the Board of Directors and the composition of all the Board Committees are available on our website: https://www.sapphirefoods.in/investors-relation/corporate-governance								

10. Details of Review of NGRBCs by the Company

Subject for review	Indicate whether the review was undertaken by Director / committee of the board / any other committee									Frequency (Annually / half-yearly / quarterly / any other – please specify)								
	P1	P 2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The CSR & ESG Committee conducts an annual review of Sapphire Foods' sustainability initiatives and presents the Board with an update on the key matters arising from this review.																	
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Sapphire Foods has been compliant with the statutory requirements and there have been no instances of non-compliances of NGRBCs.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. However, the policies are periodically reviewed to ensure alignment with best practices and to assess potential risks. Additionally, compliance with these policies is internally evaluated by various department and business heads.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

SFIL fosters a values-driven culture anchored in ethics, employee well-being, and safety. Our Code of Conduct, along with established Ethics and Compliance programmes, provides a robust framework to uphold legal and ethical standards and prevent misconduct. We are committed to integrating ESG considerations into our business objectives and decision-making processes, and to conducting our operations with the highest standards of integrity. This includes promoting transparency, accountability, and respect for all stakeholders.

Essential Indicators

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

[UN SDG: 16.3, 16.7]

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Code of Conduct, POSH, ESG	100
Key Managerial Personnel	1		100
Employees other than BoD and KMPs	1		100
Workers	Not Applicable		Not Applicable

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

Monetary

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

Non-Monetary

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

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

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

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

[UN SDG: 16.5]

The Code of Conduct and Anti-Bribery and Corruption (ABC) Policy showcases our commitment towards ethical business practices through a strict zero-tolerance approach to bribery, corruption, and other unfair practices. The policy sets out clear expectations in relation to bribery, gifts, hospitality, entertainment, and similar risk areas, and guides our conduct in all business interactions with partners, customers, and public authorities. We recognize that engagements with public officials carry heightened compliance and reputational risks. Accordingly, we prohibit bribery in any form across all our operations and require the same standards of integrity in every transaction and engagement. The ABC Policy applies to all employees and directors of Sapphire Foods and is extended to suppliers and service providers through the Supplier Code of Conduct. To support effective implementation, we conduct periodic awareness and compliance training and maintain a robust grievance redressal and whistle-blower mechanism for reporting concerns or suspected violations. Further details are available in Sapphire Foods' ABC Policy, hosted on our website: https://www.sapphirefoods.in/storage/app/media/ABC%20policy.pdf

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

   [UN SDG: 16.5]

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

6. **Details of complaints about conflict of interest:**

   [UN SDG: 16.6]

	FY 2025-26 (Current FY)		FY 2024-25 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

   [UN SDG: 16.5]

   Not Applicable

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

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Number of days of accounts payable*	44.72	43.73

*(*cost of goods or services procured includes purchases and other expenses)*

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

Parameter	Metrics	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Concentration of Purchases	**a. Purchases from trading houses as % of total purchases**	**Not Applicable**	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	**a. Sales to dealers / distributors as % of total sales**	**Not Applicable**	
	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)**	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	8.04%	1.27%

Leadership Indicators

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

   The Supplier Code of Conduct is periodically reiterated across our suppliers. The Code sets out Sapphire Foods' expectations on legal and regulatory compliance, ethical business conduct, anti-bribery and conflict of interest, product quality and safety, health and safety, sustainability, human rights, whistleblower compliance, and reporting of violations.

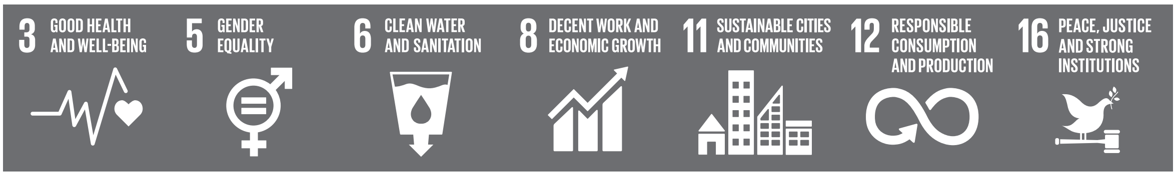
2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

   Yes, we have adopted a Code of Conduct for the Board of Directors that sets out clear principles for identifying, avoiding, and disclosing actual or potential conflicts of interest involving Sapphire Foods. Annual affirmations are obtained from the Board of Directors and Senior Management confirming compliance with the Code, and any changes in declarations are reported as and when they arise, enabling appropriate review and action. The Code of Conduct is available on the Company's website. https://www.sapphirefoods.in/storage/app/media/Code%20of%20Conduct.pdf

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

Sustainability is central to our operations and integrated across our processes. As we strive to be the best restaurant operator, we prioritize food safety and quality. Guided by our values-driven culture and strong governance practices, we continuously monitor and improve our performance to align with our sustainability goals.

Our sustainability commitments extend across our value chain, where we work closely with partners to uphold responsible practices. This approach supports business continuity and long-term growth, while enabling us to deliver consistent value to all stakeholders.



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.**

	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)	Details of improvements in environmental and social impacts
R&D	-	-	Not Applicable.
Capex	1.85 Cr	2.05 Cr	During the year, we have undertaken capital expenditure on various sustainability projects like installation of rooftop solar to explore opportunities to utilize renewable sources of energy and align processes to comply with IGBC guidelines to make our restaurants greener wherever feasible.

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

Yes, we follow YUM! guidelines on sustainable sourcing and have adopted a Supplier Code of Conduct and an ESG Policy, which together set clear expectations for suppliers on ethical, responsible, and sustainable business practices. These policies form an integral part of our approach to responsible and transparent operations and guide engagement with supply chain partners.

We work with suppliers that are aligned with our sustainability priorities and are compliant with applicable laws and regulations. To support this approach, we have established supplier onboarding requirements, certification expectations, and periodic monitoring processes. These measures help maintain standards relating to food safety, quality, ethical conduct, sustainability, and responsible sourcing across the supply chain.

As part of our sustainable sourcing approach, we source palm oil exclusively from suppliers certified by the Roundtable on Sustainable Palm Oil (RSPO). In addition, the facilities within the supply chain operate under our brand guidelines and are required to adhere to the Animal Welfare Policy and standards.

Together, these policies provide a common framework for supplier engagement and responsible sourcing, while supporting the Company's long-term sustainability objectives.

The relevant policies are available on Sapphire Foods' website:

1. Supplier Code of Conduct
   https://www.sapphirefoods.in/storage/app/media/Supplier%20Code%20of%20Conduct.pdf

2. ESG Policy
   https://www.sapphirefoods.in/storage/app/media/ESG%20Policy.pdf

3. Animal Welfare Policy
   https://www.sapphirefoods.in/storage/app/media/Animal%20Welfare%20Policy%20-%20SFIL.pdf

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

Almost 100% of the key ingredients were sourced through sustainable practices during the reporting period.

Key raw materials are procured from authorised suppliers, and a majority of these suppliers hold certifications or comply with recognised standards such as GFSI, GAP and RSPO.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

We operate in the quick service restaurant business, where products are consumed directly by customers at the point of sale. Accordingly, we do not have a product reclamation process. We have put in place a structured waste management framework and defined operating processes to ensure the responsible handling, recycling and disposal of waste in accordance with applicable laws and regulations.

Plastic Waste: We have significantly reduced plastic waste by phasing out single-use plastics and moving to paper-based packaging. Any plastic waste arising from supplier packaging is disposed of through approved channels in line with regulatory requirements. We also use FSC-certified paper packaging as part of our sustainable packaging approach.

E-Waste: Electronic waste generated from operations is disposed of only through authorised recyclers, in compliance with the E-Waste Management Rules, 2022.

Hazardous Waste: Hazardous waste, where applicable, is identified, stored, and disposed of in accordance with applicable environmental regulations through authorised vendors.

Other Waste: Other waste generated across operations is identified, collected, segregated, and disposed of in line with applicable regulatory requirements and brand guidelines, wherever relevant. Further, used oil generated in operations is collected and converted into biodiesel, thereby supporting resource recovery and contributing to cleaner energy solutions.

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.

No, Extended Producer Responsibility is not applicable to the Company.

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

At SFIL, we are committed to enabling our employees to be the best version of themselves by fostering a healthy, safe, and supportive work environment. We recognise that employee well-being is fundamental to individual fulfilment and organisational success. When people are healthy and able to pursue their purpose, they are better positioned to contribute meaningfully to their families, workplace, and society.

We continue to strengthen a positive workplace culture that supports employees' physical, mental, social, and emotional well-being, while enabling them to grow, perform, and realise their full potential.

Essential Indicators

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

[UN SDG: 3.2, 5.4, 8.5, 8.6]

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)*	% (B/ A)	Number C	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	8,583	1,571	18	8,583	100	1	1	8,583	100	1	1
Female	5,234	352	7	5,234	100	5,234	100	1	1	1	1
Total	**13,817**	**1,923**	**14**	**13,817**	**100**	**5,234**	**38**	**8,583**	**62**	**1**	**1**
Other than Permanent employees											
Male	3	-	-	-	-	-	-	-	-	-	-
Female	3	-	-	-	-	-	-	-	-	-	-
Total	6	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

**This excludes employees who are instead covered under ESIC (Employees' State Insurance Corporation) benefits.*

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

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

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

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.001%	0.11%

2. Details of retirement benefits.

Benefits	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	82	-	Yes	89	-	Yes
Gratuity	82	-	Yes	89	-	Yes
ESI	68	-	Yes	74	-	Yes
Others – please specify	Not Applicable			Not Applicable		

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.

We recognize the importance of complying with the Rights of Persons with Disabilities Act 2016 and are taking proactive steps to support persons with disabilities through a more inclusive workplace environment. We are progressively strengthening accessibility across our workplaces by improving infrastructure and reducing physical barriers, with a focus on enabling safe, dignified and equitable access. As part of this effort, we have introduced accessibility-related measures at relevant locations and continue to assess opportunities for further improvements in line with operational requirements and applicable standards. We view accessibility as an important part of our people and inclusion agenda, and remain committed to creating a workplace that is supportive and accessible for all. In this regard, most of the Company's facilities are equipped with ramps, wheelchair access, lift operating panels with Braille signages, and all-gender accessible toilets.

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, under the Code of Conduct, we have an Equal Employment Opportunity clause and a Diversity and Inclusion Policy to promote gender diversity, both of which are available on Sapphire Foods' website. Our approach to equal opportunity is guided by our core values and commitment to maintaining a fair, respectful, and inclusive workplace across the communities in which we operate. The policies align with applicable employment standards and support our ongoing efforts to reduce bias and discrimination, strengthen diversity across the workforce, and remove barriers to inclusion, including for persons with disabilities. The relevant policies are available on the Sapphire Foods' website:

Code of Conduct:
https://www.sapphirefoods.in/storage/app/media/Code%20of%20Conduct%20for%20Board%20and%20SMP.pdf

Diversity and Inclusion Policy:
https://www.sapphirefoods.in/storage/app/media/5.%20Sapphire%20Foods%20Diversity%20and%20Inclusion%20Policy.pdf

5. Return to work and retention rates of permanent employees and workers that took parental leave.
[UN SDG: 5.1, 5.4, 8.5, 8.6]

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

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

[UN SDG: 16.6]

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	N/A- No permanent workers.
Other than Permanent Workers	N/A -No permanent workers.
Permanent Employees **Other than Permanent Employees**	Employee grievances are addressed through a structured process aligned with Sapphire Foods' established policies and internal standards. Dedicated HR committees are in place at both the restaurant and corporate levels to review and resolve employee concerns in a timely and responsible manner. All grievances are handled with due care, fairness, and confidentiality, in line with our Code of Conduct. Our POSH Policy provides employees with a formal mechanism to report incidents of sexual harassment at the workplace and seek appropriate redressal. In addition, the Whistleblower Policy enables employees to raise concerns, in good faith and through designated channels, regarding suspected misconduct or impropriety, including unethical practices, criminal acts, or other violations of the Company's standards.

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

[UN SDG: 8.8]

Category	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

Note: Our employees and workers do not have membership in association(s) or Unions recognized by the listed entity.

8. Details of training given to employees and workers:

[UN SDG: 4.3, 5.1, 8.2, 8.5, 10.3]

Category	FY 2025-26 (Current FY)					FY 2024-25 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	8,583	8,583	100	8,583	100	8,807	8,807	100	8,807	100
Female	5,234	5,234	100	5,234	100	4,687	4,687	100	4,687	100
Total	**13,817**	**13,817**	**100**	**13,817**	**100**	**13,494**	**13,494**	**100**	**13494**	**100**
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

[UN SDG: 4.3, 5.1, 8.5, 10.3]

Category	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	8,583	8,583	100	8,807	8,807	100
Female	5,234	5,234	100	4,687	4,687	100
Total	**13,817**	**13,817**	**100**	**13,494**	**13,494**	**100**
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

10. Health and safety management system:

[UN SDG: 3.3, 3.5, 3.8, 8.8, 16.7]

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

Yes, we are committed to maintaining a safe, healthy, and respectful workplace in line with our Occupational Health and Safety (OHS) Policy. We work to provide a secure environment which covers employees, customers, and visitors across all our facilities through standard operating procedures, mandatory safety training, and regular audits and inspections.

These audits and inspections cover critical risk areas such as fire safety, electrical systems, kitchen operations, equipment handling, food safety practices, and guest areas. This structured review process helps identify potential hazards at an early stage and enables timely corrective action. Employees are also encouraged to promptly report unsafe conditions through the incident reporting system, supporting proactive risk identification and mitigation.

At the store level, we reinforce workplace safety through preventive measures and safe operating practices, including the use of appropriate protective equipment, maintenance of safe floor and work-area conditions, and adherence to defined shift and break practices. Beyond physical safety, we also promote employee well-being through awareness initiatives and engagement programs focused on health, mental wellness, and workplace conduct, thereby fostering a safe, inclusive, and healthy work environment.

The revelant policy is available on the Sapphire Foods' website:

https://www.sapphirefoods.in/storage/app/media/7.%20Sapphire%20Foods%20OHS%20Policy.pdf.

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

Occupational health and safety risks form an integral part of our Enterprise Risk Management framework. In line with the Occupational Health & Safety Policy, structured risk assessments are carried out for both routine and non-routine activities to identify potential hazards and implement appropriate preventive and corrective controls.

Our approach is preventive and system-driven, with a focus on early hazard identification through safety assessments, incident reporting and review, regular inspections, and preventive maintenance. This is further supported through safety training, mock drills, and structured incident management processes to strengthen preparedness, enabling timely correction, and continuous improvement across operations.

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

Yes, the Company has established processes that enable employees to report work-related hazards and unsafe conditions through defined and accessible reporting channels. Clear guidelines are in place to help employees report unsafe conditions, near misses, and incidents promptly, and further to remove themselves from such situations involving risks to their health and safety.

All reported incidents and hazards are tracked by designated teams through closure, and updates are communicated to relevant employees, as appropriate. Insights and learnings from these reports are reviewed and used to strengthen

Standard Operating Procedures (SOPs), improves workplace controls, and drives continuous improvement in occupational health and safety practices.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

We place strong emphasis on employees' health and well-being. Employees are provided with health coverage, and first-aid kits are maintained at all locations to support timely response to medical needs and workplace emergencies. These measures form part of our ongoing efforts to maintain a safe and supportive workplace across operations.

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

[UN SDG: 3.3, 3.4, 3.6, 3.9, 8.8, 16.1]

Safety Incident/Number	Category*	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees**	37	5
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

***There were no major injuries or fatalities*

**All employees of SFIL are categorised as permanent employees. SFIL does not employ any workers; accordingly, worker-related KPIs are nil and the same have not been included in any of the prescribed tables in the BRSR.*

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

[UN SDG: 3.6, 8.8, 16.1]

At Sapphire Foods, we are committed to providing a safe and healthy environment for employees, customers, and visitors across all our facilities. To support this commitment, regular internal assessments are conducted across all facilities, along with third-party audits at selected locations, to evaluate health, safety, and environmental (HSE) performance, identify risks, and implement timely corrective actions. These assessments are complemented by defined reporting and review mechanisms for safety incidents, with oversight from designated management teams, ensuring that learning is translated into stronger controls and continuous improvement in safety practices.

Safety awareness and preparedness are reinforced through periodic training, fire safety and evacuation drills, and facility-specific emergency response plans that equip employees to respond effectively in the event of an incident. Preventive controls have also been strengthened across operations, including the installation of kitchen fire suppression systems and easily accessible fire extinguishers across chimneys and burners to address potential fire hazards at the source. Driver safety programmes help ensure that all vehicle operators are trained in safe driving behaviour, road safety, and vehicle maintenance practices through orientation and training modules, while rider safety programmes for delivery partners focus on the use of safety gear, speed governors, and adherence to traffic rules.

Alongside our focus on workplace safety, employee well-being is supported through the SoulAce programme, which includes initiatives such as yoga and mindfulness sessions as part of Sapphire Foods' broader commitment to overall well-being.

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

[UN SDG: 16.6]

	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	No complaints were filed about working conditions	Nil	Nil	No complaints were filed about working conditions
Health & Safety	Nil	Nil	There were no complaints submitted about our health and safety system.	Nil	Nil	There were no complaints submitted about our health and safety system.

14. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices*	All our operating facilities are covered as part of internal inspections and reviews
Working Conditions*	All our operating facilities are covered as part of internal inspections and reviews

**Covered through routine internal inspections, and reviews*

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

[UN SDG: 8.8]

No significant risks were identified during the assessment. We continue to monitor potential risks through routine reviews and assessment processes and address any observations through appropriate preventive and corrective actions, wherever required. In addition, road safety programmes are conducted for personnel as part of the induction process itself, reinforcing safe driving practices and awareness from the outset.

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).

[UN SDG: 5.4, 8.5]

a. Employees: Yes, we have a Benevolent Fund Policy covering all employees. Under this policy, financial assistance/ support is provided to the employee's family or legal heirs in the event of death while in service. This support is intended to provide timely relief and forms part of the Company's broader employee welfare framework.

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 requires all value chain partners to comply with applicable laws and regulations, including those related to statutory dues such as taxes, wages, and social security contributions, as set out in our Supplier Code of Conduct.

The Code is communicated at the time of onboarding and reinforced through contractual obligations and ongoing engagement with suppliers to promote awareness and adherence.

The Supplier Code of Conduct is available on the Company's website.

https://www.sapphirefoods.in/storage/app/media/Supplier%20Code%20of%20Conduct.pdf

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Employees	-	-	-	-
Working conditions	-	-	-	-

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

[UN SDG: 4.3, 8.5, 10.3]

No

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

At Sapphire Foods, our ESG approach is anchored in creating long-term, sustainable value for all stakeholders. We are committed to proactively understanding and addressing the evolving expectations of our stakeholders through structured engagement mechanisms, including direct interactions as well as designated forums and committees.

Guided by the principles set out in our Code of Business Principles and associated policies, we strive to uphold the highest standards of transparency, integrity, and accountability in all stakeholder interactions, ensuring that stakeholder perspectives are meaningfully integrated into our decision-making processes.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Essential Indicators

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

[UNSDG: 16.7]

We follow a structured and periodic approach to identify and prioritise our key stakeholder groups, anchored in our stakeholder-centric business strategy and ESG framework.

Stakeholder identification is undertaken based on defined criteria such as the extent of influence on business operations, degree of impact experienced from our activities, regulatory relevance, and contribution to long-term value creation. This process is supported through internal deliberations involving cross-functional teams and senior management. We periodically review our stakeholder universe to reflect evolving business priorities, emerging risks, and changing external expectations. As part of this process, formal materiality assessments were conducted in FY23 and FY25, involving a diverse set of internal and external stakeholders. These assessments helped validate key stakeholder groups and provided insights into their priorities, enabling us to align our strategy, risk management approach, and sustainability initiatives accordingly.

Based on this process, the Company has identified its key stakeholder groups as listed in Stakeholder Groups (as referenced in the next question), each of whom play a critical role in our value creation and long-term sustainability.

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

[UNSDG: 16.7]

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders, Investors and Management	No	• Annual general meetings (AGM) • Board meetings • Investor meetings and quarterly earnings calls • Emails and disclosures	Quarterly / Annual / Ongoing	• Business performance and growth strategy • Financial results and capital allocation • Risk management and governance • Transparency and disclosures
Government and Regulators	No	• Industry consultations • Direct interactions with regulatory authorities	Ongoing	• Regulatory compliance • Contribution to national development
Employees	No	• Employee engagement surveys • Focus group discussions • Townhalls and leadership connects • Training and capacity building sessions • Reward and recognition platforms	Ongoing	• Employee well-being and safety • Career development and performance management • Workplace culture and engagement • Learning and development

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	• In-store interactions • Customer feedback and satisfaction surveys • Social media and digital platforms	Ongoing	• Product quality and food safety • Customer experience and service • Pricing and value perception • Changing consumer preferences
Supply Chain Partners Suppliers, logistics providers	No	• Supplier meetings and reviews • Industry forums and associations • Operational interactions	Periodic / Ongoing	• Contractual compliance and performance • Supply continuity and quality standards • Timely payments and collaboration • Long-term partnership and value creation

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.**

   [UNSDG: 16.7]

We follow a structured governance-led approach to stakeholder consultation, integrated with our sustainability and business strategy. Oversight of economic, environmental, and social (ESG) matters is vested with the Board-level CSR & ESG Committee, which provides strategic direction and reviews key sustainability priorities and performance.

Stakeholder consultations are primarily undertaken through function-led engagements across key groups, including employees, customers, suppliers, investors, and community representatives. These engagements are conducted through established channels such as surveys, meetings, forums, operational interactions, and periodic reviews to capture stakeholder perspectives on material issues.

Inputs gathered through these consultations are consolidated and evaluated as part of internal review mechanisms, including management committees and cross-functional forums. Key themes, risks, and emerging concerns, particularly those related to ESG are periodically escalated to the CSR & ESG Committee and, where relevant, to the Board, enabling informed decision-making and oversight.

In addition, the Company undertakes periodic materiality assessments incorporating stakeholder feedback to identify and validate priority ESG topics. The outcomes of these assessments are presented to the Board/Committee to guide strategic focus and disclosures.

All stakeholder interactions are guided by the Company's Code of Conduct and related policies, reinforcing transparency, integrity, and accountability in the consultation process.

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

Yes. Stakeholder consultation is an integral part of the Company's approach to identifying and managing environmental and social priorities.

The Company engages with key stakeholders through multiple channels, including direct interactions, surveys, and functional forums to understand their expectations and emerging concerns. These inputs are considered as part of a structured materiality assessment process to identify and prioritise ESG topics.

Stakeholder feedback, along with business considerations, is used to shape policies, operational practices, and sustainability initiatives. For instance, input on workplace safety and employee well-being have led to strengthened safety protocols and training programmes, while customer feedback has driven continuous improvements in food safety and quality standards.

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

We engage with vulnerable and underserved stakeholder groups across our value chain and workforce, with a focus on building capacity, improving livelihoods, and promoting inclusive growth.

Within the supply chain, we work with farmers and supply chain partners to promote alignment with Good Agricultural Practices (GAP) and improve traceability of fresh produce. We also engage with local food operators and restaurants through training on food safety and quality practices to help build broader awareness and capability in safe food handling.

At the workforce level, we recognize that a significant portion of entry-level restaurant employees come from economically disadvantaged backgrounds and may have limited access to higher education. To address their needs, we run structured learning and development programs focused on skill-building, employability, and career progression within the organisation.

Our CSR Policy provides a framework for community development and sustainability initiatives, with a focus on addressing local needs through targeted programs. This includes efforts aimed at building community capacity, improving livelihoods, and supporting inclusive development, particularly for vulnerable and underserved groups, where relevant.

Principle 5: Businesses should respect and promote human rights.

At Sapphire Foods, respect for human rights is integral to our approach to responsible business conduct. We are committed to upholding human rights across our operations and value chain, including our employees, business partners, and other stakeholders. We embed human rights principles within our policies and practices to ensure fair working conditions, protect the dignity of individuals, and promote diversity, equity, and inclusion. We maintain zero tolerance for any form of discrimination, harassment, intimidation, or retaliation.

Through this approach, we aim to foster a safe, inclusive, and respectful environment for all stakeholders.

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:

[UN SDG: 4.3, 8.5, 8.8, 10.3, 16.5, 16.7]

Category	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	13,817	13,817	100	13,494	13,494	100
Other than permanent	6	6	100	8	8	100
Total employees	13,823	13,823	100	13,502	13,502	100
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total workers	-	-	-	-	-	-

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

[UN SDG: 1.2, 5.1, 8.5, 10.3]

Category	FY 2025-26 (Current FY)					FY 2024-25 (Previous FY)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	13,817	9,897	72	3,920	28	**13,494**	**9,919**	**74**	**3,575**	**26**
Male	8,583	5,647	66	2,936	34	8,807	6,069	69	2,738	31
Female	5,234	4,250	81	984	19	4,678	3,850	82	837	18
Other than Permanent	6	-	-	6	100	**8**	-	-	**8**	**100**
Male	3	-	-	3	100	2	-	-	2	100
Female	3	-	-	3	100	6	-	-	6	100
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

[UN SDG: 16.7]

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	₹ 90,52,023	2	₹ 10,00,000
Key Managerial Personnel	1	₹ 32,49,866	-	-
Employees other than BoD and KMP	8,583	₹ 2,49,239	5,234	₹ 1,63,912
Workers	-	-	-	-

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

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Gross wages paid to females as % of total wages	**29**	**26**

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, we have a designated Human Resources team that serves as the primary point of contact for addressing human rights concerns and other matters covered under the Code of Conduct. Specific mechanisms are in place to address workplace-related issues, including policies aligned with the Prevention of Sexual Harassment (POSH) framework, supported by an appropriate grievance redressal mechanism.

At the governance level, oversight of human rights-related policies and key issues rests with the CSR & ESG Committee. Critical human rights complaints, where applicable, are also reviewed by the Audit Committee on a quarterly basis. We have a dedicated Human Resources (HR) team for reporting such concerns and seeking redressal.

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

[UN SDG: 16.6]

Our Human Rights Policy sets out the framework for addressing human rights-related concerns, including the grievance redressal mechanism, and is available on Sapphire Foods' website under the Human Rights section. The policy applies to employees and extends to business partners, reflecting our expectations on fair, respectful, and responsible conduct across our operations and value chain. For further details, please refer to the policy at: https://www.sapphirefoods.in/storage/app/media/4.%20Sapphire%20Foods%20Human%20rights%20Policy.pdf.

We also have a Whistle Blower Policy and an established vigil mechanism for reporting concerns related to unethical conduct or suspected misconduct. These mechanisms provide a formal channel for raising concerns and support timely review and appropriate action through defined internal processes. Matters reported are reviewed by the relevant teams, and key outcomes are monitored by senior management to strengthen governance, improve response processes, and reduce the likelihood of recurrence.

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

[UN SDG: 5.1, 5.2, 8.7, 8.8, 16.2, 16.6]

	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	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	3	2	This has been closed subsequently	5	1	This has been closed subsequently
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
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:

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	5
Complaints on POSH as a % of female employees / workers	0.1	0.1
Complaints on POSH upheld	2	3

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

[UN SDG: 16.6]

We follow a strict zero-tolerance approach to discrimination, harassment, and any form of unfair treatment in the workplace. This is supported through the Code of Conduct, Human Rights Policy, and POSH Policy, which together set clear standards for respectful behaviour and provide mechanisms for prevention, reporting, and redressal.

The POSH Policy specifically addresses sexual harassment at the workplace and includes safeguards against retaliation for individuals who report concerns in good faith. Our scope is illustrative and not exhaustive, and it applies irrespective of gender. Complaints relating to discrimination or harassment are handled through defined processes with due sensitivity, fairness, and confidentiality. We also maintain protections against victimisation or adverse action for complainants and others participating in the process and expect all cases to be addressed with integrity and in line with established protocols.

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

[UN SDG: 5.2, 8.8, 16.1, 16.7]

Yes. We incorporate human rights and responsible business conduct expectations into our engagements with suppliers and business partners through the Supplier Code of Conduct and relevant contractual arrangements. Compliance with this framework is mandatory and forms an integral part of our supplier and partner relationships.

The Supplier Code of Conduct outlines key principles relating to labour practices and human rights, including prohibition of child labour and forced labour, non-discrimination, fair wages, and compliance with applicable laws and regulations. It also covers expectations on statutory compliance, including timely payment of dues, and reinforces standards of ethical conduct across the value chain.

Through these requirements, we seek to promote responsible, lawful, and fair practices across our business partner ecosystem.

10. Assessments of the year

[UN SDG: 5.2, 8.7, 16.2]

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%*
Forced Labour/Involuntary Labour	100%*
Sexual harassment	100%*
Discrimination at workplace	100%*
Wages	100%*
Others – Health & Safety	100%*

**Covered by entity*

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

No significant risk has been identified during the assessment.

Leadership Indicators

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

[UN SDG: 16.6]

During the reporting period, no human rights grievances or complaints were reported, that required changes to our business processes. At the same time, we continue to strengthen our human rights framework through ongoing policy implementation, employee awareness, and established grievance reporting mechanisms, so that concerns, if any, can be addressed in a timely and appropriate manner.

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

We seek to uphold human rights across our operations and provide a workplace that is safe, respectful, and inclusive. Human rights-related matters are reviewed through designated internal committees at both corporate and regional levels in accordance with our Human Rights Policy. These committees comprise cross-functional representatives and, where appropriate, external members to support fair and balanced review.

The process covers workplace conduct, harassment, and other human rights-related concerns. Insights emerging from such reviews are used to assess adherence to Sapphire Foods' policies, identify areas for strengthening, and guide corrective or preventive actions, wherever necessary. The learnings from these processes also contribute to the continuous enhancement of internal systems, as well as ongoing awareness-building and training initiatives.

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?

We recognize the importance of accessibility and continue to improve infrastructure across our workplaces to support persons with disabilities, in line with the spirit of the Rights of Persons with Disabilities Act, 2016. Most of our work locations are accessible to differently abled employees, and we continue to take practical steps to strengthen accessibility standards across facilities. Accessibility measures at relevant locations include features such as ramps, wheelchair-friendly access, and other infrastructure support designed to improve ease of movement and access.

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

Climate change has evolved into a global crisis, demanding urgent and sustained action. As environmental challenges intensify, we recognize our responsibility to act decisively and contribute to a more sustainable future. Guided by our purpose and commitment to responsible business practices, we strive to grow our operations while minimizing our environmental footprint through innovation, resource efficiency, and environmental stewardship. Further, we are reimagining our packaging strategy to reduce material use, promote reuse, and enhance recyclability, with a focus on reducing plastic waste contributing to environmental protection while creating long-term value for stakeholders.

Essential Indicators

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

[UNSDG: 7.2, 7.3, 8.4, 12.2, 13.1]

Parameter	Unit	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
From Renewable Sources			
Total electricity consumption (A)	tJ	4	2.8
Total fuel consumption (B)	tJ	-	-
Energy consumption through other sources	tJ	-	-
Total energy consumed from renewable sources (A+B+C)	tJ	4	2.8
From Non-Renewable Sources			
Total electricity consumption (D)	tJ	381	343
Total fuel consumption(E)	tJ	221	262
Energy consumption through other sources (F)	tJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	tJ	606	604
Total energy consumed (A+B+C+D+E+F)	tJ	610	606.8
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		0.000000023	0.000000025
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		0.00000047	0.00000051
Energy intensity in terms of physical output	tJ per transaction	0.000011	0.000012
Energy intensity (optional) – the relevant metric may be selected by the entity	tJ per restaurant	0.66	0.72

 # The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.34 for current year and 20.66 for previous year. Energy intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core..

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, an independent assurance has been carried out by Bureau Veritas on the FY 2025-26 indicators in the table above.

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.

[UNSDG: 7.2, 8.4 12.2, 13.2]

We do not operate any sites or facilities that are classified as Designated Consumers (DCs) under the Government of India's Perform, Achieve and Trade (PAT) Scheme. Accordingly, this indicator is not applicable to Sapphire Foods India Limited.

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

[UNSDG: 6.3, 6.4, 12.4]

Parameter	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	2,32,334	2,13,479
(iii) Third party water (Municipal water supplies)	6,41,553	6,14,628
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8,73,887	8,28,107

Parameter	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Total volume of water consumption (in kilolitres)	1,74,777	**1,65,621**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/1 lakh inr)	**0.0000067**	0.0000068
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**0.000135**	0.000140
Water intensity in terms of physical output	**0.0032 kilolitres per transaction**	0.0032 kilolitres per transaction
Water intensity (optional) – (Water consumption/Ton of production. KL/TON)	**190 kilolitres per restaurant**	198 kilolitres per restaurant

 # The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.34 for current year and 20.66 for previous year. Water intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

**As we do not measure water discharge, we have estimated our water withdrawal to be equal to our water consumed.*

 # Water discharged is considered as 80% of the water withdrawn from source based on NITI Aayog report "Urban Wastewater Scenario in India" August 2022. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed.

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, an independent assurance has been carried out by Bureau Veritas on the FY 2025-26 indicators in the table above.

4. Provide the following details related to water discharged:

[UNSDG: 6.3]

Parameter	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment#	**6,99,109**	6,62,485
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**6,99,109**	6,62,485

Note: Water discharged is considered as 80% of the water withdrawn from source based on NITI Aayog report "Urban Wastewater Scenario in India" August 2022. Therefore, it is assumed that of the total water withdrawal, only 20% is consumed.

 # Discharged water is filtered to remove waste particles (oil/grease/food particles) before release through local municipal sewage lines.

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, an independent assurance has been carried out by Bureau Veritas on the FY 2025-26 indicators in the table above.

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

[UNSDG: 6.3, 6.4, 6.A, 12.4]

The Company has not implemented a Zero Liquid Discharge (ZLD) system across its operations.

However, we have adopted several water management practices that align with the principles of ZLD by focusing on reducing freshwater consumption, minimizing wastewater generation, and increasing reuse opportunities. These include the deployment of low-flow fixtures, sensor-based and foot-operated faucets, and flow regulators to optimize water usage at source.

We are also strengthening wastewater management through improved treatment practices, including initiatives to reduce reverse osmosis (RO) reject water and explore opportunities for reuse of treated water within operations wherever feasible. In addition, pilot initiatives such as rainwater harvesting and decentralized wastewater treatment systems are being evaluated to enhance water recovery and conservation.

While a closed-loop ZLD system is not currently in place, these measures collectively support improved water efficiency and represent incremental steps toward more circular water management practices across our operations.

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

[UNSDG: 3.9, 12.4, 14.3, 15.2]

Parameter	Please specify unit	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
NOx	-	We are in the process of tracking our air emissions (other than GHG emissions) on accounts of its operations.	
SOx			
Particulate Matter (PM)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others- please specify			

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.

Not Applicable

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

Parameter	Unit	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	**29,567**	33,624
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	**75,083**	69,360
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Mt CO2	**0.0000040**	0.0000042
Total Scope 1 and Scope 2 emission intensity adjusted for Purchasing Power Parity (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Mt CO2	**0.000081**	0.000087
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Mt CO2 per transaction	**0.0019**	0.0020
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Mt CO2 per restaurant	**113.7**	122.46

The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by the International Monetary Fund ('IMF') which is 20.34 for the current year and 20.66 for the previous year. Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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, an independent assurance has been carried out by Bureau Veritas on the FY 2025-26 indicators in the table above.

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.
[UNSDG: 3.9, 7.2, 12.4, 13.1, 14.3, 15.2]

The Company is undertaking a range of initiatives aimed at reducing greenhouse gas (GHG) emissions through improved energy efficiency and increased adoption of renewable energy across our operations. These initiatives collectively focus on reducing energy intensity and improving operational efficiency across restaurants.

A key focus area is the expansion of renewable energy usage through rooftop solar installations, which have been deployed across 121 restaurants, representing a 34% increase over the previous year, with continued scale-up planned based on site feasibility.

Energy efficiency measures are also being implemented across outlets, including the installation of variable frequency drives (VFDs) for exhaust systems, capacitor-based power optimization systems, and energy-efficient LED lighting. Environmentally friendly equipment with higher energy efficiency ratings is prioritized during procurement. In addition, Energy Management Systems (EMS) have been deployed in restaurants to enable real-time monitoring and optimization of energy consumption, supporting more efficient load management and reduced energy wastage.

New restaurants are increasingly developed in alignment with internal sustainability guidelines based on IGBC principles, ensuring that energy efficiency and environmental considerations are integrated into site selection, design, and operations.

9. Provide details related to waste management by the entity, in the following format:
[UNSDG: 3.9, 6.6, 8.4, 11.2, 11.6, 12.4, 15.1]

Parameter	FY 2025-26 (Current FY)		FY 2024-25 (Previous FY)	
Total Waste generated (in metric tonnes)				
Plastic waste **(A)**	0.66		-	
E-waste **(B)**	60		140	
Bio-medical waste **(C)**	-		-	
Construction and demolition waste **(D)**	-		-	
Battery Waste **(E)**	2		2	
Radioactive waste **(F)**	-		-	
Other Hazardous waste. Please specify, if any. **(G)**	-		-	
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Type of waste	Weight in Mt	Type of waste	Weight in Mt
	Used Cooking oil	463	Used Cooking oil	408
	Restaurant Food	1,313	Restaurant Food	1,131
	Restaurant Beverage	22	Restaurant Beverage	14
	Restaurant Paper & Packaging	3	Restaurant Paper & Packaging	3
	Packaging (at customer end)	3,010	Packaging (at customer end)	3,704
	Scrap	210	Scrap	230
Total (A+B + C + D + E + F + G + H)	**5,083**		**5,632**	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000019		0.00000047	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000039		0.0000047	
Waste intensity in terms of physical output	0.000092 Mt per transaction		0.000110 Mt per transaction	
Waste intensity (optional) – the relevant metric may be selected by the entity	5.53 Mt per Restaurant		6.69 Mt Per Restaurant	

 # The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.34 for current year and 20.66 for previous year. Waste intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
	FY 2025-26 (Current FY)	**FY 2024-25 (Previous FY)**
(i) Recycled	Used Cooking Oil, Plastic Waste (from Office), E- Waste, Battery Waste and Scrap – 735	Used Cooking oil – 780
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**735**	**780**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	4,348	4,851
Total	**4,348**	**4,851**

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, an independent assurance has been carried out by Bureau Veritas on the FY2025-26 indicators in the table above.

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.

[UNSDG: 3.9, 6.3, 6.6, 8.4, 11.6, 12.4]

The Company follows a structured waste management approach focused on waste reduction at source, segregation, recovery, and responsible disposal in compliance with applicable environmental regulations. This is supported by internal policies and supplier expectations outlined in the Supplier Code of Conduct. Employee awareness and training programs are conducted to strengthen segregation practices and safe waste handling across operations.

Waste generated across restaurants is systematically segregated and managed through authorised channels to ensure compliant treatment and disposal. Hazardous waste, where generated, is safely stored within premises and disposed off only through authorised vendors in accordance with regulatory requirements.

Key waste management initiatives include:

- **Recycling of key waste streams:** Used cooking oil, e-waste, and battery waste are collected and channelled to authorised recyclers for safe and compliant processing.
- **Reduction of single-use plastic:** Customer-facing packaging has been progressively transitioned to more sustainable alternatives such as paper straws and wooden cutlery, with the replacement of single-use plastic.
- **Food waste reduction:** A data-led meal planning system is used to align food preparation with demand, helping reduce overproduction and food waste.

The Company follows a preventive approach to the use of hazardous and toxic chemicals, with limited application in our operations. Where such materials are required, safer alternatives are preferred wherever feasible, and all usage is managed in accordance with prescribed safety and environmental standards, including safe storage, handling, and authorised disposal.

Through these measures, the Company continues to reduce environmental impact, minimise landfill dependency, and improve resource efficiency across our operations.

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:**

[UNSDG: 6.6, 14.2, 15.1, 15.5]

S.No	Location of operations/ offices	Type of operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Sapphire Foods does not have operations, offices, or franchise locations in or around ecologically sensitive areas; accordingly, no environmental approvals or clearances were required during the reporting period. Nevertheless, Sapphire Foods remains committed to responsible environmental stewardship through our Biodiversity Commitment, Deforestation Commitment, Animal Welfare Policy, use of FSC-certified paper-based packaging, and prioritisation of RSPO-certified palm oil. These commitments reflect our broader approach to sustainable sourcing, ecosystem protection, and responsible business practices.			

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

[UNSDG: 6.3, 6.A, 12.4]

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results Communicated in public domain (Yes / No)	Relevant Web link
The Company has not undertaken any environmental impact assessments during the current financial year.					

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

S. No.	Specify the law / regulation / 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
All plants are compliant with the prescribed norms.	Not Applicable			

Leadership Indicators

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

Parameter	Unit	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	1,10,750	84,484
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.0000042	0.0000034
Total Scope 3 emission intensity	(Mt CO2 per restaurant)	121	101

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, an independent assurance has been carried out by Bureau Veritas on the FY 2025-26 indicators in the table above

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.**

None, of our store nor office premises are in and or around ecological sensitive areas, hence it is not applicable to us.

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:**

[UNSDG: 8.4, 11.6, 12.2, 12.4]

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Green Buildings	Sustainability is embedded in our infrastructure development approach, with emphasis on responsible site selection, resource-efficient design, and greater integration of renewable energy features. We prioritize materials that support healthier indoor environments and adopt construction practices aimed at reducing waste generation. Through these efforts, we seek to surpass standard green building performance benchmarks while improving energy and water efficiency. Notably, our KFC restaurant at Bhavarkua, Indore became the first QSR outlet in India to receive **IGBC Gold (Indian Green Building Council) Certification.**	Enhanced sustainability performance of restaurant infrastructure and creation of a green-building benchmark within the QSR sector.
Renewable Energy	As part of our broader sustainability roadmap, we continue to expand the use of clean energy across operations, with solar energy as a key focus area. This initiative supports our long-term decarbonization efforts and reflects our commitment to a more responsible energy mix. To reduce greenhouse gas emissions, we have increased rooftop solar installations from **72 to 121 restaurants**, and we intend to further scale this capacity in the coming years.	Lower operational GHG emissions and increased share of renewable energy in the portfolio.
Energy Management System (EMS)	Our restaurants operate on a diversified energy mix, including electricity, diesel, natural gas, LPG, and rooftop solar. To manage this efficiently, we use a structured **Energy Management System (EMS)** to monitor consumption patterns, improve energy performance, and reduce environmental impact. EMS implementation now covers **97% of KFC outlets** and **100% of Pizza Hut outlets**, demonstrating strong progress in systematic energy governance.	Improved energy efficiency and stronger operational control across restaurant locations.
Packaging Waste	We are advancing responsible sourcing and packaging sustainability by increasing the use of reusable and recyclable materials. In addition, all paper-based packaging is sourced from **100% FSC-certified suppliers**, supporting traceable and responsible forestry practices. These initiatives are aligned with our goal of reducing packaging-related waste across the value chain.	Reduction in plastic-intensive packaging and strengthened responsible sourcing practices.
Cooking Oil Waste	We promote sustainable sourcing in edible oil procurement by prioritizing **RSPO-certified cooking oil**. Further, all used cooking oil generated in operations is collected and routed for recycling into **biofuels**, ensuring responsible end-of-life management and supporting circularity.	Improved supply chain sustainability and effective recycling of cooking oil waste.
Food Waste Management	We use **IoT-enabled systems** in our restaurants to estimate food production requirements more accurately. This helps optimize raw material storage, align preparation volumes with expected demand, and improve freshness at service. By reducing overproduction and improving planning accuracy, this initiative supports better inventory utilization and lower food wastage.	Reduced food waste through data-driven production planning and improved operational efficiency.
Water Conservation	We are strengthening water stewardship through a combination of monitoring, process improvements, and pilot projects. Efforts include evaluating opportunities to expand **rainwater harvesting systems** where feasible, tracking water consumption trends, and improving systems for monitoring **water withdrawal and discharge** at restaurant locations. We are also exploring advanced treatment technologies to reduce **RO reject water** and piloting wastewater treatment and rainwater harvesting solutions for scalable long-term implementation. In addition, water-saving fixtures and controls—such as **low-flow fittings, aerated sensor-based faucets, foot-operated paddles, and sensor taps with flow regulators**—have been deployed to reduce wastage while maintaining functionality.	Lower water consumption, improved usage control, and stronger foundation for long-term water recycling and conservation.
Sustainable Sourcing	We strengthen sustainable sourcing across our value chain by working with suppliers that demonstrate commitment to ethical, safe, and responsible business practices. A significant proportion of our suppliers are now **SEDEX members**, reflecting alignment with ethical sourcing, social compliance, and responsible business standards. In parallel, around **100% of suppliers are certified to GFSI-recognized food safety and quality standards**, helping reinforce supplier quality assurance. We also maintain strong traceability systems for key inputs, with **over 92% traceability for fresh produce**, which supports greater transparency and accountability in sourcing. At the restaurant level, food safety capability is further strengthened through **FoSTaC (Food Safety Training and Certification),** with **100% of restaurants having a FoSTaC-certified Restaurant General Manager (RGM)**. Together, these measures support a more resilient, transparent, and responsible sourcing ecosystem.	Strengthened responsible sourcing practices, improved supplier compliance with ethical and food safety standards, enhanced traceability across fresh produce, and stronger food safety governance across restaurant operations.

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

Yes. The Company has a formal Business Continuity Policy to ensure continuity of critical operations and timely recovery during disruptions. The framework defines potential risk scenarios, impact assessment, response protocols, and roles and responsibilities for effective incident management, along with escalation and reporting mechanisms.

Function-specific continuity plans are in place for critical operations, supported by employee training, emergency drills, and preparedness exercises to strengthen response capability. Backup systems and redundancy arrangements are implemented across key processes to minimise service interruption.

The Business Continuity framework is reviewed and updated periodically to ensure alignment with evolving risks and operational requirements, thereby strengthening overall organisational 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.

We continuously engage with our value chain partners to promote responsible environmental practices. Based on monitoring mechanisms currently in place, no significant adverse environmental impacts arising from the value chain have been reported during the reporting period. We have established a Supplier Code of Conduct that outlines expectations on legal compliance, environmental responsibility, and sustainable business practices. These expectations are embedded through supplier onboarding, qualification criteria, and ongoing engagement with key suppliers. In addition, supplier oversight is supported through food safety and quality frameworks aligned with GFSI principles and ethical sourcing standards, including SEDEX participation where applicable. These mechanisms help strengthen visibility across the supply chain and support the identification and mitigation of potential environmental risks. We continue to enhance our value chain assessment and monitoring processes to further strengthen sustainability oversight and improve environmental risk management over time.

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

We engage in multi-stakeholder interactions on public policy and regulatory matters in a responsible and transparent manner. These engagements are guided by our core values of integrity, honesty, and openness, and are undertaken in compliance with all applicable laws and regulations.

We seek to contribute constructively to policy development by supporting frameworks that promote ethical business practices, environmental sustainability, and social responsibility.

Essential Indicators

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

The Company is associated with key trade and industry bodies that facilitate industry dialogue, policy engagement, and the exchange of best practices. Through these affiliations, the Company remains engaged with sector developments and contributes to responsible business practices and industry-level initiatives.

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

We are affiliated with select trade and industry associations that provide platforms for industry dialogue, policy engagement, and knowledge sharing. Details of these affiliations are provided below:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Retailer Association of India (RAI)	National
2	National Restaurants Association of India (NRAI)	National

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**
   [UN SDG: 16.3]

During the reporting period, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

We participate in industry associations and representative forums, as appropriate, to contribute to discussions on policy matters relevant to the sector and broader public interest. These engagements are primarily undertaken through industry bodies such as the Restaurants Association of India and the National Restaurant Association of India, where the Company contributes to collective industry dialogue and development.

We do not independently advocate specific public policy positions. Our participation is focused on sharing industry perspectives, supporting sectoral growth, and contributing to discussions on regulatory and operational matters impacting the restaurant industry.

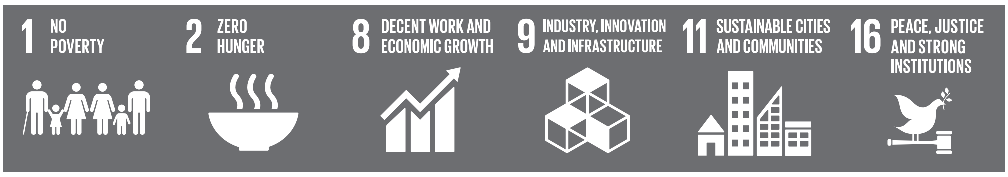
All such engagements are conducted in accordance with our Code of Conduct, ensuring adherence to principles of integrity, transparency, and responsible business conduct.

Principle 8: Businesses should promote inclusive growth and equitable development

Inclusion and equity are fundamental to Sapphire Foods' values and approach to business. We adopt a holistic approach to inclusive growth, leveraging our scale and reach to create meaningful impact across our workplaces, brands, supply chains, and communities.

We strive to integrate inclusive growth considerations into key business decisions, ensuring that our operations contribute to equitable opportunities and shared value for our stakeholders.

We believe that equity, diversity, and inclusion are essential to building a resilient business and a progressive society. These principles strengthen our workforce, deepen our connection with customers, and support our commitment to fostering a more inclusive and equitable world.



Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**
   [UNSDG: 1.4, 2.3, 9.1, 9.4, 11.2]

Not applicable, we have not undertaken any projects during the financial year that required Social Impact Assessment (SIA).

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

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

[UNSDG: 1.4, 2.3, 9.1, 11.2]

Not applicable. We have not undertaken any projects during the financial year that required rehabilitation and resettlement.

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 FY 2025-26 (In INR)
NA	NA	NA	NA	NA	NA	NA

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

[UNSDG: 1.4, 2.3, 9.1, 9.4, 16.6]

The Company engages with communities around our areas of operation through structured and ongoing interactions guided by our Stakeholder Engagement and CSR policies. These engagements help identify community concerns and strengthen relationships with local stakeholders.

Community members can raise grievances through established communication channels, including local engagement forums and designated points of contact at the operational level. All grievances received are recorded, reviewed, and addressed through defined processes, with escalation mechanisms in place to ensure timely and appropriate resolution.

This approach supports transparent communication, enables effective grievance redressal, and helps build trust with the communities in which the Company operates.

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

[UNSDG: 8.3]

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Directly sourced from MSMEs / small producers	33	29
Directly from within India	100	100

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

Location	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Rural	-	-
Semi-urban	3	1
Urban	12	16
Metropolitan	85	87

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

Leadership Indicators

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

Not applicable.

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

Sapphire Foods did not engage in any Corporate Social Responsibility projects within the aspirational districts designated by government agencies. .

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

We do not have a preferential procurement policy.

(b) **From which marginalised /vulnerable groups do you procure?**

Not Applicable.

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

Not Applicable.

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

We are committed to engaging with our customers in a responsible, transparent, and value-driven manner. Our approach focuses on delivering products and services that consistently meet customer needs and expectations, while adhering to high standards of quality, safety, and ethical conduct. We strive to build long-term relationships founded on trust by ensuring fairness, accountability, and responsiveness in all customer interactions. Through continuous improvement and responsible business practices, we aim to enhance customer satisfaction and create sustained value.

Essential Indicators

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

[UN SDG: 16.6]

We are committed to continuously enhancing the customer experience by actively listening to feedback and responding to concerns in a timely, structured, and customer-focused manner. Customer and stakeholder inputs play an important role in helping us strengthen service quality, improve operational responsiveness, and improve the overall dining experience.

To support this, we have established a robust grievance and feedback framework that is accessible through both digital and offline channels. Customers may share their feedback through dedicated brand-owned digital feedback platforms of KFC India and Pizza Hut India, including feedback.kfcindia.co.in and feedback.pizzahut.co.in, in addition to other available touchpoints. While these platforms are owned and managed at the brand level, the feedback received through them is communicated to SFIL for review, action, and resolution. This helps ensure that concerns relating to food, service, or the overall customer experience are captured effectively across multiple channels.

A designated customer relationship team manages complaint handling and feedback resolution through defined processes and response protocols. Concerns received are reviewed, routed to the appropriate teams, and addressed within reasonable timelines to ensure accountable and effective resolution. In addition to resolving individual grievances, insights from customer feedback are systematically used to identify improvement opportunities, support corrective actions, and strengthen service standards.

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

[UN SDG: 12.8]

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%, All products offered by Sapphire Foods are accompanied by comprehensive consumer-facing information, including nutritional content, per-serving values, allergen details, relevant cautions/warnings, and recycling-related guidance, as applicable. In addition, we promote responsible handling and end-of-life management of paper and packaging materials across our operations, in line with our broader sustainability and waste management practices.
Safe and responsible usage	
Recycling and/or safe disposal	

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

[UN SDG: 16.3, 16.10]

	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other*	49,180	Nil	-	119,461	Nil	-

**Retail customer complaints*

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

[UN SDG: 16.3]

	Number	Reasons for recall
Voluntary recalls	There are no instances of product recalls	
Forced recalls		

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

[UN SDG: 16.3, 16.10]

Yes, we have established a structured framework for information security and data privacy through our Privacy Policy and Code of Conduct, which together set out clear expectations for the protection of business and personal information and for responsible data handling across the organisation.

In addition, we have taken proactive steps toward readiness for compliance with the Digital Personal Data Protection Act, 2023, including completion of a readiness assessment and development of a granular action plan is aligned within applicable implementation timelines.

These measures are complemented by ongoing efforts to strengthen cybersecurity through improvements in processes, technologies, and governance mechanisms, while progressively embedding secure data practices into day-to-day operations.

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 consumers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No reportable instances were noted during the reporting period in relation to:

- Advertising and delivery of essential services,
- Cybersecurity and data privacy of customers,
- Recurrence of product recalls, or
- Penalties/Actions by regulatory authorities concerning product/service safety.

Notwithstanding the absence of such cases, we have established grievance redressal and incident management processes to ensure timely response and resolution, including consumer complaint channels and internal review protocols for cybersecurity and privacy-related concerns. These mechanisms support ongoing monitoring, accountability, and continuous improvement in risk management and compliance practices.

7. Provide the following information relating to data breaches:

[UN SDG: 16.3]

During FY 2025-26, there were no such instances faced at SFIL.

a. Number of instances of data breaches.

0

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

0

c. Impact if any of the breaches

Not Applicable.

Leadership Indicators

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

The information about the products and services offered by us is available on the Brand website and are owned and managed by YUM!

Pizza Hut Corporate Website: http://www.pizzahut.co.in

KFC Corporate Website: http://www.kfc.co.in

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

[UN SDG: 12.8, 16.3]

We promote the safe and responsible consumption of our products by ensuring that customers have access to clear, relevant, and easy-to-understand information across multiple consumer touchpoints. Recognising that transparency supports better decision-making, we provide product-related information through packaging, in-store communication, and other customer-facing channels.

To help customers make informed choices, detailed nutritional information is made available, including allergen disclosures for menu offerings. Nutrition brochures and related reference materials are also accessible at restaurants upon request, enabling customers with specific dietary needs, preferences, or sensitivities to make choices with greater confidence. In addition, to ensure responsible product labelling, packaging carries disposal-related instructions to promote greater awareness of responsible waste handling and environmentally conscious consumer behaviour.

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

Sapphire Foods is not categorized as an essential service provider. Nonetheless, in the event of any temporary service interruption or discontinuation arising from natural events or other unforeseen circumstances, we ensure timely communication to customers through updated in-store display boards at our restaurant locations. This ensures transparent customer communication and helps manage consumer expectations during disruption scenarios.

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

[UN SDG: 12.8, 16.3]

We ensure that all product-related disclosures are presented in accordance with applicable national and state regulatory requirements. Our labelling and display practices are designed to provide consumers with the information necessary to make informed choices, while maintaining full compliance with relevant food safety and labelling standards. In addition to mandatory disclosures, we provide key product information such as ingredients and additive-related details in line with permissible norms. Our product approach is aligned with applicable **FSSAI requirements**, and we avoid the use of artificial colours and flavours in line with our product quality standards. To further support transparency, nutritional information for menu offerings is made available to consumers through the **Pizza Hut and KFC websites**.

We also place significant emphasis on understanding customer experience and strengthening service quality through regular customer satisfaction assessments. Feedback is collected periodically through structured surveys, and the insights generated are reviewed to identify improvement areas and refine operational processes wherever required.

INDEPENDENT ASSURANCE STATEMENT

To

The Board of Directors of Sapphire Foods India Limited

Introduction and objectives of work

Sapphire Foods India Limited (hereafter stated as 'Sapphire Foods' or the 'Company') has engaged Bureau Veritas (India) Private Limited to undertake an Independent Assurance of the company's Sustainability/ Non-Financial Performance disclosures as per SEBI circular (SEBI/HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 on January 30, 2026 in its Business Responsibility & Sustainability Report (BRSR) for the financial year ended 31st March 2026 and to provide Limited Assurance Statement on the aforesaid report.

Scope of Work

We have performed the Limited Assurance engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information" and the Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements", both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement ("ISAE") 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements" both issued by the International Auditing and Assurance Standards Board, Greenhouse Gas Statements with reference to Greenhouse Gas Protocol and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting boundary considered for this reporting period are as follows:

Entire organization of Sapphire Foods India Limited on Standalone basis for the reporting period 1st April 2025 to 31st March 2026.

As part of its independent Limited Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes used to collect, analyze and review the information reported. In this process, we undertook the following activities:

Assurance was conducted by means of physical site visits at corporate office, Sample Stores and Warehouse. Bureau Veritas interviewed personnel of the Company including Maintenance & Operations, HR, Finance, Supply Chain Management and other relevant departments that include personnel from Quick Service Restaurant and Warehouse. Review of Company's data & information systems for collection, aggregation, analysis was reviewed.

The Assurance process involved carrying out an Assurance by experienced assessors from Bureau Veritas. Data (non-financial) on various BRSR topics was assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report 2025-26.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation for the BRSR Report. Our sole responsibility is to provide independent Limited assurance on the BRSR report for the financial year ended 31st March 2026.

Our findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.

- The BRSR Report provides a fair representation of the Company's sustainability activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over Sustainability/Non-Financial performance disclosures of the Company as reported in BRSR for the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment.
- Competitive claims, if any, in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of the Company outside of the scope and reporting boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

Our assurance of economic and financial performance data or information on the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2025-26, and our conclusions rest solely upon that audited report. This independent statement should not be relied upon to detect all errors, omissions or mistreatments that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 197 years of history. Its assurance team has extensive experience in conducting assessments of environmental, social, ethical and health and safety information, systems and processes. Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applied a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Sapphire Foods India Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and possesses an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Limited Assurance Report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities for publishing the same in the Company's BRSR report. Accordingly, we accept no liability to anyone other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addresses of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or in whose hands it may come without our prior consent in writing.

SANJAY JAIN
Lead Assurer
Bureau Veritas (India) Private Limited
Indore (MP), India
Date – 13.06.2026

MUNJI RAMAMOHAN RAO
Technical Reviewer
Bureau Veritas (India) Private Limited,
Hyderabad (TG), India
Date – 13.06.2026