SHAKTI
PUMPING LIFE

Date: - 14/07/2026

To,	To,
The Secretary,	**The Secretary,**
Listing Department	**Corporate Relationship Department**
National Stock Exchange of India Ltd.	**BSE Limited**
Exchange plaza, BKC, Bandra (E)	**P. J. Towers, Dalal Street**
Mumbai - MH 400051.	**Mumbai- MH 400001.**

REF: -(ISIN- INE908D01010) SCRIP CODE BSE-531431, NSE Symbol -SHAKTIPUMP

Subject: - Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26.

The BRSR also forms part of the Integrated Annual Report for the Financial Year 2025-26, which is submitted to the Stock Exchange(s) and is also available on the Company's website www.shaktipumps.com .

You are requested to take above information on record.

Thanking You,

Yours faithfully,
For Shakti Pumps (India) Limited

Ravi
Patidar

Digitally signed by Ravi Patidar
DN: c=IN, o=Personal, title=8835,
pseudonym=f5548df080504b6fab66
af76e6ae9d7a,
2.5.4.20=098e95d8507c2ee0b78e488
4145eebb246409d3498f443b082c47
a92a26382c6, postalCode=453331,
st=Madhya Pradesh,
serialNumber=31dde50601e6024b27
32ca5972ed69c26147945af38909800
3ac14a4c85644de, cn=Ravi Patidar
Date: 2026.07.14 19:04:35 +05'30'

Ravi Patidar
Company Secretary

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the listed entity**	L29120MP1995PLC009327
2.	**Name of the listed entity**	SHAKTI PUMPS (INDIA) LIMITED
3.	**Year of Incorporation**	1995
4.	**Registered office address**	Plot No. 401, 402 & 413 Sector III Industrial Area Pithampur (M.P.) 454774
5.	**Corporate address**	Plot No. C-04, Silver Spring, Phase-2, Business Park, By-pass Road, Opp D Mart, Indore-452020. (M.P.) India
6.	**E-mail**	cs@shaktipumpsindia.com
7.	**Telephone**	0731-3635000
8.	**Website**	www.shaktipumps.com
9.	**Financial year for which reporting is being done**	2025-26
10.	**Name of the Stock Exchange(s) where shares are listed**	**Name of the Exchange** / **Stock Code**: BSE Ltd. – 531431 National Stock Exchange of India Ltd. – SHAKTIPUMP
11.	**Paid-up Capital**	₹ 1,23,39,79,650
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries in the BRSR report**	Mr. Ravi Patidar Phone No.: +91-731-3635000 Email: cs@shaktipumpsindia.com
13.	**Reporting boundary**	Standalone Basis
14.	**Name of assurance provider**	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025.
15.	**Type of assurance obtained**	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025.

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	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment.	100.00

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	Manufacture of other pumps	28132	100%

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	3	29	32
International	-	4	4

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states & UTs)	22
International (No. of Countries)	100

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

During the reporting period, export sales represented approximately 13.75% of the Company's total turnover. The overseas business segment continued to contribute meaningfully to the Company's overall revenue.

c. A brief on types of customers

The Company serves a diverse customer base through B2B, B2C, and hybrid business models, which broadly fall into four key segments. Government institutions represent a significant customer group, with the Company playing a vital role in flagship rural solarisation initiatives such as PM-KUSUM. Beyond India, its presence extends to more than 100 countries, serving international agencies, project developers, and institutional buyers.

Within the domestic market, the Company caters to industrial customers and OEMs by providing reliable water management solutions for commercial, manufacturing, and infrastructure applications. At the same time, it reaches farmers and individual consumers directly through an extensive network of over 500 dealers. This widespread distribution footprint enables the Company to offer affordable and customized solar pumping solutions that address everyday agricultural and household requirements.

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[1]	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	634	586	92%	48	8%
2.	Other than Permanent (E)	92	81	88%	11	12%
3.	**Total employees (D + E)**	726	667	92%	59	8%
	WORKERS					
4.	Permanent (F)	102	100	98%	2	2%
5.	Other than Permanent (G)	1264	1227	97%	37	3%
6.	**Total workers (F + G)**	1366	1327	97%	39	3%

[1]Company has adopted a Diversity, Equity and Inclusion (DE&I) Policy aimed at enhancing the representation of women across technical, managerial, and leadership roles. As part of this commitment, the Company has set a target to achieve 20% female workforce participation by FY2030.

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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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	0	0	0	0	0
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	01	10%
Key Management Personnel	06	00	00%

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.74	41.67	26.03	10.73	2.90	10.24	25.58	27.27	25.66
Permanent Workers	3.00	0.00	2.94	0.00	0.00	0.00	2.52	0.00	2.47

Note: The increase in employee turnover during FY 2025-26 was mainly due to early attrition among freshers and external market-driven movement in the renewable energy sector. Based on preliminary analysis, some freshers discontinued employment as they were not willing to work in the assigned domain / functional scope, despite the same being communicated during the campus hiring process. In addition, newly established regional companies in the renewable segment offered higher compensation and benefits, which created market distraction and contributed to employee movement.

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

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

Sno.	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	Shakti Energy Solutions Limited	Subsidiary	100.00	No

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2	Shakti EV Mobility Private Limited	Subsidiary	100.00	No
3	Shakti Pumps FZE - UAE	Subsidiary	100.00	No
4	Shakti Pumps USA, LLC - USA	Subsidiary	100.00	No
5	Shakti Pumps (Bangladesh) Limited	Subsidiary	100.00	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Crore INR): 2643.11

(iii) Net worth (in Crore INR): 1585.27

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism n Place (Yes/No) *(If yes, then provide web-link for grievance redress policy)*	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Numbers of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The Company maintains structured communication channels to address community grievances, ensuring timely acknowledgment and resolution. https://shaktipumps.com/wp-content/uploads/2025/04/HR-80-Vigil-Mechanism-Whistle-Blower-Policy.pdf	0	0	NA	0	0	NA
Investors (Other than shareholders)	Yes, the Company has established dedicated channels for grievance redressal, as outlined in the following link: https://shaktipumps.com/general-informations/	0	0	NA	0	0	NA
Shareholders	Yes, the Company has implemented the SEBI prescribed mechanisms of SCORES. Shareholders can register their grievances at https://scores.sebi.gov.in/. Complaints are resolved by the RTA and the Company in accordance with the procedures outlined by SEBI.	1	1	The shareholder complaint pending as on March 31, 2026 was routine in nature and did not involve any material or serious concern. The Company/RTA has duly resolved the complaint after the close of the financial year, in accordance with the applicable grievance redressal mechanism and prescribed timelines.	0	0	NA

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism n Place (Yes/ No) *(If yes, then provide web-link for grievance redress policy)*	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Numbers of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, the Company has implemented an Grievance Policy to address the concerns and grievances of employees and workers, as specified in the following link: https://shaktipumps.com/wp-content/uploads/2025/04/HR-80-Vigil-Mechanism-Whistle-Blower-Policy.pdf	0	0	NA	0	0	NA
Customers	Yes, the Company has established dedicated channels for grievance redressal, as specified in the following link: https://spprdsrvr1.shaktipumps.com:8423/sap(bD1lbiZjPTkwMA==)/bc/bsp/sap/zservice_portal/complain_tracker.htm	0	0	NA	0	0	NA
Value Chain Partners	Yes, the details are specified in the following link: https://shaktipumps.com/wp-content/uploads/2025/04/HR-80-Vigil-Mechanism-Whistle-Blower-Policy.pdf	0	0	NA	0	0	NA
Other (Please specify)	NA						

26. Overview of the entity's material responsible business conduct issues [2]

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale foridentifying the risk/opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	Electricity constitutes a significant operating expense in the manufacture of water pumps. Escalating power tariffs, interruptions in grid availability, and reliance on conventional energy sources may lead to higher production costs and disrupt manufacturing schedules.	The Company continuously tracks and evaluates its energy consumption patterns, deploys energy-efficient technologies, assesses opportunities for renewable energy integration, and adopts peak demand management measures to minimise dependence on grid electricity.	Negative. *There has been no negative impact in the reporting period of FY 2025- 26.

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale foridentifying the risk/opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk opportunity (Indicate positive or negative implications)
2	Workforce Health & Safety	Risk	Employees are exposed to a range of occupational risks arising from the operation of heavy equipment, electrical systems, and the movement of large or cumbersome materials. Any shortcomings in safety practices may lead to workplace injuries, disruptions in production, regulatory consequences, and adverse impacts on the Company's reputation.	The Company maintains a robust safety framework through the implementation of stringent operating procedures, periodic employee training programmes, and mandatory use of personal protective equipment (PPE). It also undertakes preventive maintenance of machinery and promotes a culture of timely hazard identification and incident reporting to minimise workplace risks.	Negative. *There has been no negative impact in the reporting period of FY 2025- 26.
3	Fuel Economy & Emissions in Use phase	Opportunity	Increasing customer expectations and evolving regulatory standards are driving demand for energy-efficient and low-emission pumping solutions. Expanding the portfolio with such products presents opportunities to access emerging markets, strengthen competitiveness, and potentially realise higher value through premium offerings.	NA	Positive
4	Materials Sourcing	Risk	Pumps require certain metals and components that may have limited global suppliers and be subject to price volatility or geopolitical risks. Disruptions can delay production and impact margins.	The Company diversifies its supplier base, secures long-term supply agreements, explores alternative materials, and maintains strategic inventory reserves.	Negative. *There has been no negative impact in the reporting period of FY 2025- 26.

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale foridentifying the risk/opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk opportunity (Indicate positive or negative implications)
5	Remanufacturing Design & Services	Opportunity	Embedding remanufacturing considerations into pump design helps lower the need for virgin raw materials, improves resource and manufacturing efficiency, and creates additional revenue opportunities through the supply of refurbished and reconditioned products.	NA	Positive

[2]Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 2nd May, 2025 at 18:10 IST

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core element of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available https://shaktipumps.com/policies-and-programmes/									

Sr. No.	Name of policy	Link to Policy	Principles to which policies relates
1.	Risk Management Policy	https://shaktipumps.com/wp-content/uploads/2025/07/Risk_Management_Policy.pdf	P1, P2
2.	Code on Prevention of Insider Trading	https://shaktipumps.com/wp-content/uploads/2025/07/Code-of-Conduct-.pdf	P1
3.	Dividend distribution policy	https://shaktipumps.com/wp-content/uploads/2025/07/DIVIDEND_DISTRIBUTION_POLICY.pdf	P1
4.	Related Parties & Materiality	https://shaktipumps.com/wp-content/uploads/2025/07/RPT-Policy-1.pdf	P1
5.	Familiarization program for Independent Directors	https://shaktipumps.com/wp-content/uploads/2025/07/familiarization_programme-1-1.pdf-1-1.pdf	P1
6.	Materially important subsidiaries	https://shaktipumps.com/wp-content/uploads/2025/07/POLICY-FOR-DETERMINING-MATERIAL-SUBSIDIARY.pdf.pdf	P1
7.	Materiality of Events	https://shaktipumps.com/wp-content/uploads/2025/07/policy-determining-material-events-24jan2025.pdf	P1
8.	CSR	https://shaktipumps.com/wp-content/uploads/2025/07/CSR_Policy.pdf	P4, P8
9.	Code of Conduct for Board & Senior Management	https://shaktipumps.com/wp-content/uploads/2025/07/CODE_OF_CONDUCT_FOR_BOARD_MEMBERS_SENIOR_MANAGEMENT.pdf.pdf	P1,P7
10.	Vigil Mechanism/ Whistle blower	https://shaktipumps.com/wp-content/uploads/2025/07/Vigil-Mechanism-Policy.pdf	P1
11.	Grievance Policy	https://shaktipumps.com/wp-content/uploads/2025/07/Grievance_Policy_SPILpdf.pdf	P1, P3, P5
12.	Privacy Policy	https://shaktipumps.com/wp-content/uploads/2025/07/Data_Privacy_Policy_SPIL_changed.pdf.pdf	P9

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Sr. No.	Name of policy	Link to Policy	Principles to which policies relates
13.	Archival Policy	https://shaktipumps.com/wp-content/uploads/2025/07/Policy_for_Archival_of_Documents.pdf	P1
14.	Policy for Fair Disclosure of UPSI and Legitimate Purpose	https://shaktipumps.com/wp-content/uploads/2025/07/Policy_for_fair_disclosure_and_legitimate_purpose_SPIL_02052022.pdf	P1
15.	Criteria of making payments to NonExecutive Directors	https://shaktipumps.com/wp-content/uploads/2025/07/criteria_making-payments_non_executive_directors.pdf	P1
16.	Succession Policy for Appointment to the Board and Senior Management	https://shaktipumps.com/wp-content/uploads/2025/07/Succession-Policy.pdf	P1
17.	Policy on Preservation of Documents	https://shaktipumps.com/wp-content/uploads/2025/07/Policy_on_Preservation_of_Documents.pdf	P1
18.	Anti Bribery & Anti Corruption Policy	Intranet	P1,P7
19.	Code of Conduct	Intranet	P1
20.	Prevention of Sexual Harassment (POSH)	https://shaktipumps.com/wp-content/uploads/2025/08/Prevention-of-Sexual-Harrasment-Policy.pdf	P5
21.	Policy on Equal Opportunity	Intranet	P3
22.	Leave Policy	Intranet	P3
23.	Performance Appraisal Policy	Intranet	P3
24.	Dress Code Policy	Intranet	P3
25.	Business Travel Policy	Intranet	P3
26.	Relocation Policy	Intranet	P3
27.	Policy to handle the cases of Negligence	Intranet	P3
28.	Industrial Visit Policy	Intranet	P3
29.	Policy for Bullying, Harassment, and Victimization	Intranet	P3, P5
30.	Integrated Management System Policy	Intranet	P2, P6
31.	Policy for Standard Shift timing, late coming,early going and grace period	Intranet	P3
32.	Retirement Farewell Policy	Intranet	P3
33.	Internal Job Posting Policy	Intranet	P3

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	No	Yes	No	Yes	No	Yes	Yes

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4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Shakti Pumps (India) Limited has adopted the following certifications and standards, mapped to applicable business principles: • ISO 9001:2015 – Quality Management Systems (P1, P2 and P9) • ISO 14001:2015 – Environmental Management Systems (P2 and P6) • ISO 45001:2018 – Occupational Health and Safety Management Systems (P3 and P5) • European Conformity (CE) – Product compliance with EU safety and environmental requirements (P2 and P6) • ISI Mark – Certification under the Indian Standards Institute (P1 and P2) • North American Component Certification – Compliance with regional technical standards
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has adopted a climate transition roadmap with a target to reduce its Scope 1 and Scope 2 greenhouse gas emissions by 25% by FY2030, using FY2026 as the baseline year. In addition, the Company has established a long-term ambition to achieve net-zero greenhouse gas emissions by FY2050. The Company is pursuing a phased transition towards greater utilization of renewable energy through the development of in-house solar power infrastructure, in line with its sustainability objectives. As part of this initiative, the Company aims to meet 100% of the electricity requirements of its corporate office (excluding manufacturing facilities) through in-house solar power by 2027. Currently, approximately 80% of the corporate office's electricity requirements are being met through renewable solar energy.
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	The Company's commitments are aligned with the applicable **NGRBC Principles,** covering responsible governance, sustainability, stakeholder engagement, employee well-being, environmental protection and customer value. Progress against these targets is reviewed periodically, and necessary actions are being taken to achieve the defined timelines. **P2** Initiatives for recycling/reuse of packaging plastics and reduction of single-use plastics are being implemented in a phased manner, with the target to be achieved by **2030**. **P2** The Company continues to focus on product quality, customer feedback and service improvement to achieve/maintain the targeted **90% customer satisfaction score**. **P4** Procurement from MSMEs is being encouraged wherever feasible, and processes are being strengthened to ensure timely payments as per prescribed terms. **P6** – The Company is strengthening its environmental management practices through energy efficiency measures, responsible waste management, increased use of renewable energy and reduction of environmental impact across operations. Progress is being monitored periodically to support achievement of sustainability targets within the defined timelines. The Company is making steady progress against its defined targets . Initiatives relating to responsible plastic management, customer satisfaction, enhanced MSME procurement and timely vendor payments are being implemented and monitored periodically to ensure achievement within the stated timelines. Capability building programmes encompassed a broad spectrum of areas, including sales promotion techniques, comprehensive knowledge of the Company's product portfolio, installation practices, and key technical specifications. Hands-on product demonstrations were conducted to strengthen practical understanding, while dedicated sessions focused on the effective use of the sales application for lead management, order execution, and performance monitoring.

Governance, leadership, and oversight	
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Shakti Pumps (India) Limited, we have always believed that growth has meaning only when it is responsible and sustainable. Over the years, ESG considerations have gradually become an integral part of how we operate and take decisions. For us, sustainability is not just about meeting regulatory expectations; it is about fulfilling our responsibility towards society, our stakeholders and the environment that supports us. Being part of an energy-intensive industry and closely connected to the agricultural sector, we are aware of the challenges that come with balancing growth and sustainability. Improving energy efficiency across operations, reducing our environmental footprint and aligning our products with India's renewable energy and water conservation priorities continue to be important areas of focus. At the same time, we remain committed to adopting cleaner technologies without compromising on quality, reliability and competitiveness. During the year under review, we made steady progress across several fronts. Our solar-powered pumping solutions continued to provide an alternative to conventional diesel and electric pumps, helping farmers and rural communities while contributing to lower emissions. We also invested in improving manufacturing processes to enhance resource efficiency and reduce material wastage. These efforts, though incremental, are helping us build a stronger and more sustainable operating model. Our commitment extends beyond business as well. Through the Shakti Foundation, we continued to support initiatives in education and infrastructure development aimed at improving opportunities for underprivileged communities. We believe that meaningful progress is possible only when economic growth is accompanied by social development. Looking ahead, we have set clear priorities. We intend to further reduce specific energy consumption across our facilities and continue expanding our portfolio of renewable energy-driven solutions. Strengthening engagement with suppliers and promoting responsible practices throughout the value chain will also remain a key area of focus. These are ambitious goals, but they are essential if we are to contribute meaningfully to a low-carbon and resource-efficient future. ESG is not a separate agenda at Shakti Pumps. It is embedded in our business philosophy and guides the way we create long-term value. I am confident that with the continued commitment of our employees, partners and stakeholders, we will continue to grow responsibly while honouring our responsibility towards people, communities and the planet. **- Mr. Ramesh Patidar Managing Director**
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	**- Mr. Ramesh Patidar Managing Director** DIN: 00931437

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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	Yes. The Board, through its duly constituted CSR Committee, Risk Management Committee, and Stakeholder Relationship Committee, exercises oversight and provides strategic direction on sustainability-related matters. These Committees, acting within their respective mandates, periodically review, evaluate, and recommend appropriate actions to address identified sustainability issues, ensuring alignment with the Company's long-term objectives and statutory obligations.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee.				Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)				
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the Board of Directors have reviewed the performance against all the statutorily required policies on periodical basis as specified by the laws.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The review of NGRBC principles is carried out periodically, based on applicable requirements and evolving regulatory or business needs.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, Infinite Environmental Solutions Limited conducted an evaluation to assess the implementation and effectiveness of the policies. The evaluation primarily focused on the execution and operational effectiveness of these policies. Furthermore, the policies are subject to periodic reviews and updates by the respective department heads and business heads, followed by approval from the Management or the Board, as applicable.								

12. If answer to question (1) above is "No" i.e., not ALL Principles are covered by a policy reason 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

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

Essential Indicators

1. Percentage coverage by training and awareness programs[3] on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	05	Programmes covered updates on business performance, governance practices, regulatory compliance, risk management, sustainability, financial performance and strategic matters. The programmes covered P1 – Governance and Ethics, P3 – Employee Well-being, P5 – Human Rights, P6 – Environment, P8 – Inclusive Growth and P9 – Customer Value. These sessions helped the Board in effective oversight of business responsibility, sustainability, compliance and stakeholder-related matters.	85.00
Key Managerial Personnel (KMP)	08	Programmes covered regulatory updates, corporate governance, financial performance, internal controls, risk management, sustainability, leadership and compliance responsibilities. The programmes covered P1 – Governance and Ethics, P3 – Employee Well-being, P5 – Human Rights, P6 – Environment, P8 – Inclusive Growth and P9 – Customer Value. These sessions enhanced awareness of ESG-linked governance, statutory compliance and responsible business practices.	90.00
Employees other than Board of Directors and Key Managerial Personnel (KMPs)	52	Topics covered regulatory compliance, code of conduct, workplace safety, professional skills, soft skills, quality, operational efficiency, environmental awareness, POSH, human rights, health and well-being. The programmes covered P1 – Governance and Ethics, P3 – Employee Well-being, P5 – Human Rights, P6 – Environment, P8 – Inclusive Growth and P9 – Customer Value. These programmes helped improve employee awareness, safety behaviour, compliance discipline and customer-focused execution.	91.97
Workers	35	Topics covered occupational health and safety, safe machine handling, PPE usage, emergency preparedness, quality awareness, operational training, environment and waste management practices. The programmes covered P3 – Employee/Worker Well-being, P5 – Human Rights, P6 – Environment, P8 – Inclusive Growth and P9 – Customer Value. These programmes helped strengthen workplace safety, productivity, quality and responsible shop-floor practices.	95.04

[3]The Company has integrated sustainability performance indicators, including workplace safety, environmental performance, regulatory compliance, and diversity objectives, into the annual performance evaluation framework for senior management personnel to strengthen accountability for ESG performance.

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025-26 (Note:

the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website) [4]

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

[4]The Company, pursuant to the 12th December 2024 changes prescribed by SEBI Listing Regulations, 2015 Third Amendment with respect to materiality threshold of fines & penalties as per regulation XXXVIII (i)(a)(6), has adopted the same under the Materiality Policy in Q4 of FY 24-25.

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
NIL	NIL

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

Yes, the Company has instituted a robust Anti-Bribery, Gifts and Entertainment Policy that reinforces its uncompromising approach towards bribery and corrupt practices. The framework extends across all geographies and applies to employees, vendors, dealers, contractors, and other business associates acting on the Company's behalf. It strictly prohibits the offering, requesting, promising, giving, or accepting of any improper advantage, whether direct or indirect, in violation of applicable anti-corruption requirements.

The Policy also lays down clear norms governing gifts, hospitality, meals, and entertainment. Only modest and customary courtesies that are reasonable in value and consistent with accepted business practices are permitted. Cash gifts, lavish entertainment, and any benefit capable of influencing business judgement are expressly disallowed.

Oversight and administration of the Policy rest with the Head of Ethics. The function is responsible for monitoring compliance, examining reported concerns, and safeguarding whistleblowers against any form of retaliation. Concerns or suspected breaches may be reported confidentially through the designated ethics reporting mechanism. The Company has disclosed the Anti-Bribery Policy on the website of the Company which can be accessed via:

https://shaktipumps.com/wp-content/uploads/2025/04/HR-78-Anti-Beribery-Gift-Entertainment-Policy.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:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Segment	FY 2025-26	FY 2024-25
Directors	NIL	NIL
Key Managerial Personnel (KMP)	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

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

No fines, penalties, or actions were imposed on the Company during the reporting period for corruption or conflicts of interest.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	107	107

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	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	The Company does not route its imports through trading houses or intermediary agencies. Instead, procurement from overseas markets is undertaken directly with foreign manufacturers under the Company's own Import-Export License, ensuring greater control and traceability across the sourcing process.	
	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	15.95	9.08
	b. Number of dealers / distributors to whom sales are made	993	419
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	44.27	69.22
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	17.20	18.38
	b. Sales (Sales to related parties / Total Sales)	3.84	2.74
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00	0.00
	d. Investments (Investments in related parties / Total Investments made)	100.00	100.00

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
27	Capability building programmes encompassed a broad spectrum of areas, including sales promotion techniques, comprehensive knowledge of the Company's product portfolio, installation practices, and key technical specifications. Hands-on product demonstrations were conducted to strengthen practical understanding, while dedicated sessions focused on the effective use of the sales application for lead management, order execution, and performance monitoring, and also covering energy-efficient product usage, resource conservation, waste reduction during installation and servicing, safe handling of components, responsible disposal/recycling practices and awareness on the environmental and social impact of products across their life cycle.	94.033

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

   Yes, the Company has put in place appropriate mechanisms to identify, prevent, and manage potential conflicts of interest involving members of the Board. These provisions are embedded within the Code of Conduct and supported by other internal governance frameworks.

   The policies establish clear standards and guiding principles to ensure that Board members discharge their responsibilities with integrity and independence. They are expected to disclose situations that may give rise to an actual or perceived conflict and to act in a manner that safeguards the interests of the Company and its stakeholders. Such measures help promote transparency, accountability, and objective decision-making across the governance structure.

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

Essential Indicators

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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
Research and Development(R&D)	100.00	100.00	The Company's R&D expenditure is primarily directed towards developing technologies that improve energy efficiency, lessen dependence on conventional electricity sources, and encourage the wider adoption of solar-powered solutions. Key areas of innovation include pump design, motor performance, and advanced control systems, all aimed at reducing energy consumption and optimizing operating costs. These efforts also contribute to enhancing product reliability and operational efficiency. Through continued technological advancements, the Company supports the transition towards cleaner energy and promotes the use of renewable solutions across both agricultural and industrial sectors.
Capex	28.00	26.03	

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

Yes, the Company has reinforced its procurement framework to integrate sustainability considerations across the supply chain. All prospective vendors are subjected to a due diligence process covering compliance with environmental regulations, fair labour practices, energy efficiency, waste management, and responsible resource use. Preference is accorded to suppliers that adopt environmentally responsible manufacturing practices, utilize recyclable materials, and demonstrate alignment with the Company's broader ESG objectives. Beyond the onboarding stage, supplier performance is periodically monitored through assessments and audits against defined sustainability criteria, including carbon footprint, water consumption, waste management practices, and adherence to human rights requirements. Similar principles are applied internally, with office infrastructure and consumables, including air-conditioning systems, required to conform to eco-friendly and ozone-friendly specifications.

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

Approx. 55% of inputs were sourced through vendors covered under the Company's sustainable sourcing expectations, including compliance with applicable environmental, labour, human rights and statutory requirements. The Company seeks to procure environmentally responsible, energy-efficient, recycled and locally sourced products and services, wherever feasible. Sustainable sourcing principles are embedded in procurement practices, and the Company continues to strengthen its vendor assessment and data monitoring mechanism for more formal quantification in future reporting periods.

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

The Company manufactures stainless steel pumps as its core business, a product category where the use of recycled inputs or reused components in the manufacturing process is limited. The operational life of a pump varies depending on customer usage, operating conditions and associated applications. Once certain products reach the end of their useful life, the Company's authorized service centres undertake repair and refurbishment activities to extend product life and reduce premature disposal. To the extent feasible, end-of-life materials are channelized for safe recycling or disposal in accordance with applicable environmental regulations and industry standards. Plastic waste, including packaging materials, is segregated and sent to authorized recyclers, while e-waste is managed under the Company's EPR framework through CPCB-authorized recyclers and dismantlers. Hazardous waste generated from operations is handled and disposed of through authorized treatment, storage, disposal and recycling facilities, and other waste streams such as metal scrap, paper, cardboard and wooden packaging are segregated and recycled through approved vendors, supporting resource efficiency and circular economy principles.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations, and the Company is duly registered under the applicable framework for e-waste management. It continues to fulfil its statutory obligations in accordance with prevailing regulatory requirements. The waste collection mechanism is aligned with the EPR plan submitted to the Pollution Control Boards, ensuring that all e-waste is routed through designated collection points and subsequently channelized exclusively to CPCB-authorized dismantlers and recyclers. This approach supports responsible disposal practices and reinforces the Company's commitment to regulatory compliance and circular resource management.

Leadership Indicators

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

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

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
-	-	-

The Company uses recycled and reused input materials wherever feasible. However, due to the complexity of operations and challenges in tracking material flows, the exact proportion of such materials cannot currently be determined.

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The Company has not yet quantified the amount of products and packaging reclaimed at end-of-life in terms of reuse, recycling, or safe disposal. However, it acknowledges the significance of monitoring this parameter and intends to strengthen its reporting mechanism to capture such data in the future.					
E-waste (Includes E-wastes and Battery waste)						
Hazardous waste (includes ETP Sludge, Paint Sludge & Cotton Rags)						
Other waste (includes Used Oil & Used Grease)						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Electromechanical Equipment (Pump, Motor, & Controller)	Not Applicable

Note: For FY 2025-26 due to technical and operational constraints, the Company is currently unable to reliably quantify reclaimed products and their packaging materials as a percentage of products sold across different product categories.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees											
Male	586	586	100%	586	100%	0	0%	0	0%	0	0%
Female	48	48	100%	48	100%	48	100%	0	0%	0	0%
Total	634	634	100%	634	100%	48	100%	0	0%	0	0%
Other than Permanent Employees											
Male	81	81	100%	81	100%	0	0%	0	0%	0	0%
Female	11	11	100%	11	100%	11	100%	0	0%	0	0%
Total	92	92	100%	92	100%	11	100%	0	0%	0	0%

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

Category	% of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	%(D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers											
Male	100	100	100%	100	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	102	102	100%	102	100%	2	100%	0	0%	0	0%
Other than Permanent Workers											
Male	1227	1227	100%	1227	100%	0	0%	0	0%	0	0%
Female	37	37	100%	37	100%	37	100%	0	0%	0	0%
Total	1264	1264	100%	1264	100%	37	100%	0	0%	0	0%

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

	FY2025-26	FY2024-25
Cost incurred on well- being measures as a % of total revenue of the company	0.01119	0.012269

Note : The cost incurred on employee and worker well-being measures has increased in absolute terms during FY 2025-26. However, the percentage of such cost to total revenue appears marginally lower as compared to FY 2024-25, mainly due to significant increase in the Company's turnover during the year. The Company continues to undertake employee welfare, insurance, health and safety, and well-being initiatives on an ongoing basis.

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

Benefits	FY2025-26			FY2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100.00	100.00	Y
Gratuity	100	100	NA	100.00	100.00	NA
ESI (Employee State Insurance)	0.53	15.18	Y	0.84	2.71	Y
Others- Please specify	0	0	NA	0.00	0.00	NA

3. **Accessibility of workplaces –**

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

   The Company remains committed to providing an inclusive and accessible workplace for differently abled employees and workers. Accessibility provisions have been introduced at several facilities, and efforts are ongoing to extend such measures across all locations. The Company continues to strengthen its infrastructure in a phased manner to ensure alignment with applicable accessibility requirements and standards.

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

   The Company has adopted an Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016. Accessibility assessments are conducted periodically, and infrastructure improvements are implemented to promote an inclusive and accessible workplace.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

Note: No employees took parental leave during this reporting period.

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

Particulars	Yes/No
Permanent Employees	Yes, the Company has established a grievance redressal framework that extends to all employees and workers, irrespective of whether they are engaged on a permanent or non-permanent basis. The mechanism, governed by the internal Grievance Policy, offers a structured platform for raising legitimate workplace concerns and complaints. All grievances are handled with due confidentiality and are examined in a fair, transparent, and time-bound manner. The scope of the policy is broad and encompasses matters relating to wages and statutory dues, implementation of employment conditions, recovery of payments, workplace environment, supervisory practices, medical support, as well as issues associated with transfers and career advancement. Through this mechanism, the Company seeks to ensure timely resolution of concerns while fostering a healthy and equitable work culture.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY2025-26			FY2024-25		
	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	634	0	0	587	0	0
Male	586	0	0	546	0	0
Female	48	0	0	41	0	0
Total Permanent Workers	102	0	0	88	0	0
Male	100	0	0	85	0	0
Female	2	0	0	3	0	0

8. Details of training given to employees and workers:

Category	FY2025-26					FY2024-25				
	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)	No. (B)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	667	565	85%	580	87%	659	542	82.25%	542	82.25%
Female	59	52	88%	52	88%	52	41	78.85%	41	78.85%
Total	726	617	85%	632	87%	711	583	82.00%	583	82.00%
Workers										
Male	1327	1327	1088%	82%	1155%	990	803	81.11%	796	80.40%
Female	39	39	33%	85%	33%	33	28	84.85%	26	78.78%
Total	1366	1366	1121%	82%	1188%	1023	831	81.23%	822	80.35%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	667	634	95.05	659	618	93.78
Female	59	52	88.13	52	43	82.69
Total	726	686	94.49	711	661	92.97
Workers						
Male	1327	142	10.07	990	85	8.59
Female	39	5	12.82	33	3	9.09
Total	1366	147	10.76	1023	88	8.60

10. **Health and Safety Management System:**

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

Yes, the Company's manufacturing facilities are certified to ISO 45001:2018, the internationally recognised standard for Occupational Health and Safety Management Systems. Ensuring a safe and healthy work environment remains a key priority. To this end, the Company adopts a structured approach encompassing risk identification, preventive controls, and regular safety assessments. Periodic audits are also undertaken to evaluate workplace conditions and facilitate timely mitigation of occupational health and safety risks.

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

The Company has established a structured Hazard Identification and Risk Assessment (HIRA) framework to identify and evaluate hazards associated with both routine and non-routine operations. Periodic inspections and safety audits are conducted by competent personnel across operational locations to detect potential risks and ensure the effectiveness of control measures. Employees and workers are also encouraged to actively participate in the safety culture by reporting near-miss events and unsafe conditions through safety committees and other designated reporting channels. Such proactive engagement supports timely corrective actions and continuous improvement in workplace safety. The HIRA procedure is available at:

https://shaktipumps.com/wp-content/uploads/2025/07/Procedure_for_Hazard_Identification_and_Risk_Assessment_Issue.pdf.pdf

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

Yes, as part of its ISO 45001:2018 certified Occupational Health and Safety Management System, the Company has implemented defined procedures for reporting unsafe acts, hazardous conditions, and near-miss incidents. Employees and workers are provided with accessible channels to raise such concerns directly with their reporting supervisors or the plant management team. This facilitates prompt evaluation of the issue and enables timely corrective actions to minimise potential risks and strengthen workplace safety.

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

Yes, The Company continues to provide access to non-occupational medical and healthcare services for its employees and workers as part of its broader commitment to their well-being. Periodic medical check-ups are organised to keep health monitored proactively, with financial support available through medical claim facilities. On top of that, a qualified doctor is engaged to hold general healthcare consultations on a weekly basis for all personnel. Additionally, Mental Health Workshops have been conducted for the employees wellbeing.

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

Safety Incident/Number	Category	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees	0	0
	Workers	0	0.40
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

To ensure a safe and healthy workplace, the company utilizes a combination of awareness trainings, motivation programs, mental health workshops and industrial trainings. Awareness trainings educate employees about potential workplace hazards and the importance of safety protocols, fostering a culture of vigilance and responsibility. Motivation programs incentivize safe behavior by recognizing and rewarding employees who adhere to safety standards and contribute to a secure work environment. Industrial trainings provide hands-on experience and practical skills needed to safely operate machinery and handle materials, ensuring that all employees are competent and confident in their roles. By integrating these three strategies, the company effectively reduces accidents, enhances employee well-being, and maintains a robust safety culture.

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

Particulars	FY2025-26			FY2024-25		
	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	There were no complaints received from any employees or workers in the reporting years regarding the mentioned parameters.					
Health and Safety						

14. Assessments for the year:

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

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

The assessments conducted during the year in respect of health and safety practices and workplace conditions did not reveal any significant risks, concerns, or incidents necessitating corrective action.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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).

Employees :Yes

Workers: Yes

The Company extends life insurance coverage and provides compensatory benefits in the unfortunate event of an employee's death. The level of coverage is linked to the employee's designation and compensation structure, with benefits ranging from ₹3 lakh to ₹50 lakh. This framework is intended to provide financial support to the employee's dependents and beneficiaries.

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 actively engages with its value chain partners to reinforce the importance of statutory compliance and responsible business conduct. Through periodic interactions and ongoing communication, partners are encouraged to comply with all applicable legal requirements, including the timely deduction and remittance of statutory dues. The Company continues to promote ethical and compliant practices across its value chain and seeks to foster a culture of accountability among its business associates.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2025-26	FY2024-25	FY2025-26	FY2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company handles matters related to retirement or cessation of employment in line with applicable laws, contractual terms, and its own internal policies. There isn't a separate, formal transition assistance program as such, but employees are extended all the statutory benefits and entitlements they're entitled to, which helps support them through that transition.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	81.00
Working Conditions	76.00

Note: The assessment was based on review of health and safety practices, statutory compliance, safe working conditions, use of PPE, responsible handling practices and periodic interactions with vendors/business partners.

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

No significant risks or concerns relating to health and safety practices or working conditions were identified through assessments of the Company's value chain partners during the reporting period. Accordingly, no corrective actions were required or are currently being implemented in this regard.

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

Essential Indicators

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

The Company identifies its key stakeholder groups through an internal stakeholder mapping process, considering the nature of its operations, business relationships, regulatory obligations and the extent to which different groups may influence, or be impacted by, the Company's activities. Key stakeholders include employees and workers, customers, dealers and distributors, suppliers and other value chain partners, shareholders and investors, regulatory authorities, local communities and industry associations.

The Company engages with these stakeholders through regular business interactions, meetings, feedback channels, grievance mechanisms, customer service platforms, investor communication forums and statutory/regulatory interfaces. Inputs received through such engagements are reviewed by the relevant functions and, where material, are escalated to senior management or the appropriate Board-level committee. The Company is also in the process of strengthening its structured mechanism for capturing and reviewing stakeholder inputs on specific environmental and social matters.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	One to one, email, advertisements, education initiatives and product brochures	Regular Basis	Responsible usage of pumps, Maintenance and technical details
Society / Community	Yes	One to One	Need-basis	CSR project implementation, community interactions, beneficiary feedback and local engagement.
Employees	No	One to one, Email, Circulars, Notice Boards, Phone and messages	Regular Basis	Performance, Concerns, Complaints and Trainings related updates
Regulatory bodies	No	Statutory filings, regulatory submissions, official correspondence, emails, meetings and responses to notices/ queries, as applicable	Need-based and as required under applicable laws and regulations	Compliance with applicable laws and regulations, statutory filings and disclosures, regulatory approvals, clarifications, responses to notices or queries, and other regulatory correspondence.
Investors	No	Annual General Meeting (AGM), Investors Meet, Newsletter, Forum Meetings, Website, & Press Release (PR)	Regular Basis	Update on Company's financial performance, Company's strategy, growth prospects, potential opportunities & risks events that may have impact on Company's performance.

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Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   The Company has implemented a structured stakeholder engagement framework comprising surveys, focused discussions, investor interactions, supplier meetings, and community consultations. Material environmental, social, and governance (ESG) matters identified through these engagements are periodically reported to the Board to support informed decision-making and effective oversight.

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

   The Company does not currently have a dedicated or formalised stakeholder consultation mechanism focused exclusively on environmental and social matters. Nevertheless, it maintains regular engagement with relevant stakeholders through ongoing interactions and established feedback channels. Inputs and observations arising from these engagements are periodically reviewed by the management team. Where considered relevant, such insights are integrated into the Company's policies, operational practices, and sustainability initiatives to strengthen overall performance and effectively address material environmental and social issues.

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

   The Company actively engages with vulnerable and underprivileged stakeholder groups to better understand their needs and address relevant concerns through focused interventions. As part of its social responsibility efforts, the Company supports initiatives that promote inclusive development and community welfare. Through the Shakti Education Trust, it is presently undertaking the construction of a school in Indore with the objective of providing access to quality education for children belonging to economically weaker sections of society. This initiative reflects the Company's commitment to fostering equitable opportunities and long-term social impact.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	634	539	85.01	587	490	83.48
Other than permanent	92	72	78.26	124	92	74.19
Total	726	611	84.15	711	582	81.86
Workers						
Permanent	102	102	100.00	88	88	100.00
Other than permanent	1264	1138	90.03	935	799	85.45
Total	1366	1240	90.77	1023	887	86.71

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

Category	FY2025-26					FY2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No. (F)	%(F/D)
EMPLOYEES										
Permanent	634	0	0%	634	100%	587	0	0.00	587	100.00%
Male	586	0	0%	586	100	546	0	0.00	546	100.00%
Female	48	0	0%	48	100	41	0	0.00	41	100.00%
Other than Permanent	92	1	1%	91	99%	124	0	0.00	124	100.00%
Male	81	1	1%	80	99%	113	0	0.00	113	100.00%
Female	11	0	0%	11	100%	11	0	0.00	11	100.00%
WORKERS										
Permanent	102	0	0%	102	100%	88	0	0.00%	88	100.00%
Male	100	0	0%	100	100%	85	0	0.00	85	100.00%
Female	2	0	0%	2	100%	3	0	0.00	3	100.00%
Other than Permanent	1264	15	1%	1249	99%	935	0	0.00	935	100.00%
Male	1227	12	1%	1215	99%	905	0	0.00	905	100.00%
Female	37	3	8%	34	92%	30	0	0.00	30	100.00%

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

3.a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	09	72,94,988	01	Not applicable
Key Managerial Personnel (KMP) Other than BoD	2	52,94,988	0	0
Employees other than BoD and KMP	667	5,68,356	48	3,76,800
Workers	102	4,36,224	2	2,22,636

Note: For the purpose of calculating the median remuneration , only the remuneration of 4 male Executive Directors have been considered as other Directors receive only sitting fees.

The Company has integrated sustainability performance indicators, including workplace safety, environmental performance, regulatory compliance, and diversity objectives, into the annual performance evaluation framework for senior management personnel to strengthen accountability for ESG performance.

3.b. Gross wages paid to females as % of total wages paid by the entity, in the following format[5]:

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.12	4.31

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[5]The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI Listing Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

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

Yes. The Head of the Human Resources Department has been entrusted with the responsibility for overseeing and addressing human rights matters associated with the Company's operations. Any actual or potential issues are reviewed through the established mechanisms, enabling appropriate actions to be taken in a timely manner and ensuring alignment with the Company's commitment to responsible business practices.

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

The Company has put in place a structured framework for addressing human rights-related grievances. Employees have access to confidential and secure reporting channels that enable them to raise concerns without fear of retaliation. Reported matters are reviewed in a fair and timely manner, ensuring appropriate resolution. This approach reflects the Company's commitment to upholding human rights standards and promoting a workplace founded on dignity, respect, and inclusivity.

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

Particulars	FY2025-26			FY2024-25		
	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	No complaints relating to Sexual harassment, Discrimination at workplace, Child Labour, Forced Labour/ Involuntary Labour, Wages, and Other Human Rights related issues were received during the reporting periods					
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:

	FY2025-26	FY2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0

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

The Company has established strong safeguards to protect individuals who raise concerns relating to discrimination or harassment. Retaliation and any form of prejudicial treatment are strictly prohibited. Confidentiality is preserved throughout the complaint-handling process, enabling employees to report concerns without fear or hesitation. Investigations are conducted by trained and impartial personnel in line with defined procedures, ensuring an objective and fair assessment. Measures are also in place to safeguard the privacy of all parties, while necessary support, including counselling services, is made available wherever appropriate. Through these practices, the Company seeks to address such matters with empathy, integrity, and a steadfast commitment to the dignity and well-being of those involved.

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

Yes. The Company incorporates human rights principles into its business agreements and contractual arrangements. These provisions reflect its commitment to responsible business practices and serve to promote respect for human rights throughout its operations and engagements with external parties.

10. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- Please specify	Not Applicable

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

The evaluations undertaken during the year with respect to the above parameters did not indicate the presence of any significant risks, concerns, or reportable incidents. As no material issues were identified, there was no requirement for corrective action during the reporting period.

Leadership Indicators

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

During the year, no human rights grievances or complaints were reported that required alterations to the Company's business processes. In the absence of any material issues, no significant modifications were undertaken, and the existing framework continued to operate effectively in supporting responsible and ethical business practices.

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

The Company did not carry out an independent human rights due diligence assessment during the year. However, relevant human rights aspects are reviewed as part of established governance, compliance, and operational oversight mechanisms. This integrated approach helps ensure alignment with applicable requirements and reinforces adherence to the Company's internal policies and responsible business practices.

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

The Company is committed to ensuring that its premises are accessible to differently abled visitors. Accessibility features have been incorporated at multiple locations, and the Company is progressively implementing measures across all premises to achieve full compliance with the applicable requirements.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at Workplace	75
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	62
Others – Please specify	-

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

   No significant risks or concerns were identified during the assessments, and accordingly, no corrective actions were required during the year.

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

Essential Indicators

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

Parameter	Unit	FY 2025-26	FY2024-25
From renewable sources			
Total electricity consumption (A)	GJ	1,382.83	1,590.25
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumption from renewable sources (A+B+C)	GJ	1,382.83	1,590.25
From non-renewable sources			
Total electricity consumption (D)	GJ	13,983.31	16,201.51
Total fuel consumption (E)	GJ	3,289.06	2,963.83
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non- renewable sources (D+E+F)	GJ	17,272.37	19,165.34
Total energy consumed (A+B+C+D+E+F)	GJ	18,655.20	20,755.59
Energy intensity per rupee turnover *(Total energy consumption / Revenue from operations)*	GJ/INR	0.00000070	0.00000084
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[6] (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ INR adjusted for PPP	0.000014	0.000017
Energy intensity in GJ per unit of product sold	GJ/Unit of Product Sold	0.034	0.0570
Energy intensity per Employee GJ/employee	GJ/employee	25.70	29.19

[6] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI Listing Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

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

   Our facilities at Shakti Pumps (India) Ltd. Are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

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

Parameter	FY 2025-26	FY2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater[7]	-	1,006.10
(iii) Third party water	23,628	25,580.17
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kiloliters) (i.e. + ii + iii + iv + v)	23,628	26,586.27
Total volume of water consumption (In kiloliters)	23,628	24,775.29
Water intensity per rupee of turnover ***(Water consumed / Revenue from operations)***	0.0000009	0.0000010
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000018	0.000021
Water intensity in Kilolitres per unit of product sold	0.044	19.98
Water intensity (optional)- the relevant metric maybe selected by the entity	32.55	34.85

[7] During FY 2025-26, the Company has not withdrawn or used groundwater. The water requirement during the year was met through third-party water sources.

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

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

Parameter	FY 2025-26	FY2024-25[8]
Water discharge by destination and level of treatment (in kiloliters)		
(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**	-	-
(v) Others		
- **No treatment**	-	-
- **With treatment – Tertiary Treatment**	8,479	6,441
Total water discharged (in kiloliters)	8,479	6,441

[8] FY 2024-25 figures pertaining to water management have been restated due to changes in the methodology adopted for the

calculation and estimation of water-related performance indicators. The revised figures have been presented to enhance the accuracy, consistency, and comparability of disclosures across reporting periods.

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

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

The Company has established a comprehensive Advanced Water Recovery and Effluent Management System at its manufacturing facility, reflecting our strong commitment to statutory environmental compliance and proactive water stewardship.

The system encompasses the following strategic measures:

- Comprehensive Effluent Treatment: All wastewater generated from manufacturing and ancillary processes is systematically channeled through our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP). Both facilities are engineered and strictly operated to meet or exceed applicable regulatory standards.
- Multi-Stage Filtration and Purification: The collected effluent undergoes rigorous sequential treatment encompassing primary, secondary, and tertiary processes. This ensures the highly effective removal of suspended solids, oils, greases, and chemical pollutants, consistently rendering the treated water safe and compliant with prescribed discharge norms.
- Maximized Water Reuse and Recycling: As part of our resource conservation strategy, treated water is systematically recovered and repurposed within the facility. It is utilized for permissible applications such as cooling tower make-up, process optimization, and horticulture, thereby significantly offsetting our reliance on freshwater resources.

Through the diligent application of this robust water management framework, the Company ensures strict adherence to environmental regulations while advancing its long-term objectives of operational efficiency, resource optimization, and sustainable industrial practices.

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

Parameter	Unit	FY 2025-26	FY2024-25[9]
No_x	g/kw-hr	0.48	0.47
So_x	g/kw-hr	0.04	0.06
Particulate matter (PM)	g/kw-hr	0.08	0.1
-Persistent organic pollutants (POP)	-	NA	-
Volatile organic compounds (VOC)	-	NA	-
Hazardous air pollutants (HAP)	-	NA	-
Others-please specify (Carbon Monoxide)	g/kw-hr	0.26	0.24

[9]FY 2024-25 figures pertaining to greenhouse gas (GHG) management have been revised due to changes in the methodology and emission factor references used for the quantification of GHG emissions and related performance indicators. The revised figures have been incorporated to improve the accuracy, consistency, and comparability of disclosures across reporting periods.

Note: Air emissions reported above mainly arise from DG sets and diesel-operated vehicles used within the factory premises. The Company does not have any process-related chimney/stack emissions from manufacturing operations.

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 external evaluation was carried out by Choksi Laboratories Limited.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format[10]:**

Parameter	Unit	FY 2025-26	FY2024-25[11]
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	*tCO_{2e}*	*260.51*	*222.58*
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, FCs, SF_6, NF_3, if available)	*tCO_{2e}*	2,757.82	3,271.81
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	*tCO_{2e}/INR*	0.00000011	0.00000027
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	*tCO2e/INR Adjusted for PPP*	0.0000023	0.0000054
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent/Unit of Sold Product	0.0065	0.0096
Total Scope 1 and Scope 2 emission intensity per Employee	Metric tonnes of CO2 equivalent/ employee	4.16	4.91

[10]Emission calculations were performed using the CEA Database (Version 21) and the UK DEFRA GHG Emission Factors 2025, in accordance with the GHG protocol and ISO 14064:1. Scope 1 and Scope 2 emissions are calculated for standalone operations covering manufacturing and office location included in the reporting boundary.

[11]FY 2024-25 figures pertaining to greenhouse gas (GHG) management have been revised due to changes in the methodology and emission factor references used for the quantification of GHG emissions and related performance indicators. The revised figures have been incorporated to improve the accuracy, consistency, and comparability of disclosures across reporting periods.

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

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

During FY2026, renewable energy represented 9% of total electricity consumption. Shakti Pumps (India) Limited has made meaningful contributions towards mitigating greenhouse gas emissions through the development and deployment of renewable energy-based pumping solutions, energy-efficient products, and sustainable manufacturing practices. The Company has actively supported India's clean energy transition by promoting solar-powered agricultural pumping systems under various government programmes, including the PM-KUSUM scheme. By facilitating the replacement of conventional diesel-operated irrigation pumps, these solutions contribute to lower fossil fuel consumption and reduced carbon emissions in the agricultural sector.

The Company also manufactures high-efficiency pumps and motors designed to optimize energy use and minimize electricity consumption. Improved energy efficiency in pumping applications supports a reduction in indirect greenhouse gas emissions associated with grid electricity generation. Continuous efforts are being made to enhance product performance through innovation and advanced engineering.

As part of its long-term sustainability strategy, the Company has expanded its presence in the electric mobility and solar manufacturing ecosystem. Investments in electric vehicle components and solar cell manufacturing capabilities are intended to strengthen its contribution to clean energy adoption and support the broader transition towards low-carbon technologies. These initiatives are aligned with national priorities relating to renewable energy penetration, electrification, and reduced dependence on fossil fuels.

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The Company's renewable energy product portfolio and energy optimization initiatives have also contributed to substantial carbon offset benefits. Ongoing investments in research and development are focused on energy-saving technologies, renewable energy-driven solutions, and environmentally responsible engineering practices that enhance operational and product sustainability.

Within its own operations, the Company continues to implement sustainable practices aimed at improving resource efficiency. Environmental management systems, water conservation initiatives, wastewater treatment facilities, and waste management measures form an integral part of its manufacturing processes. Such initiatives reflect the Company's commitment to responsible operations and continuous environmental improvement.

Through its clean energy offerings, energy-efficient technologies, investments in electric mobility, and participation in the solar manufacturing value chain, Shakti Pumps (India) Limited continues to support national decarbonisation objectives while contributing to sustainable agricultural and industrial development.

The Company is committed to minimizing air pollutant emissions through responsible operational practices, regulatory compliance, and continuous improvement in environmental performance. Air emission management is integrated into the Company's environmental management framework, with a focus on optimizing process efficiency, maintaining pollution control equipment, adopting cleaner technologies and fuels where feasible, and ensuring compliance with applicable emission standards. The Company periodically monitors emissions from its operations, evaluates opportunities to enhance air quality performance, and continues to implement initiatives that contribute to reducing its environmental footprint in line with its sustainability objectives. The Company is also evaluating the development of a structured air emissions management roadmap to further strengthen its environmental stewardship and support its long-term sustainability and climate objectives.

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

Parameter	FY 2025-26	FY2024-25[12]
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	27.84	10.94
E-waste *(B)*	6.10	6.38
Bio-medical waste (C)	0.00415	0.0022
Construction and demolition waste *(D)*	-	-
Battery waste (E)	-	-
Radioactive waste *(F)*	-	-
Other Hazardous waste. Please specify, if any. *(G)*		
Sludge	0.81	0.89
Oil-Soaked Cotton	0.197	2.90
Used or Spent Oil	0.48	0.56
Empty containers contaminated with hazardous waste	6.82	7.65
Other Non-hazardous waste generated *(H). Please specify, if any.* *(Break-up by composition i.e., by materials relevant to the sector)*	-	-
Total (A+B + C + D + E + F + G + H)	42.25	29.32

Parameter	FY 2025-26	FY2024-25
Waste intensity per rupee of turnover – MT/Rupee (Total waste generated / Revenue from operations)	0.0000000016	0.0000000023
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – (Total waste generated / Revenue from operations adjusted for PPP)	0.000000032	0.000000046
Waste intensity per unit of product sold	0.000078	0.000080
Waste intensity per employee MT/Employee	0.058	0.041

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Parameter	FY 2025-26	FY2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
	Category of Waste	
(i) Recycled - E-Waste, Used or Spent Oil and Empty containers contaminated with hazardous waste	41.24	25.53
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	41.24	25.53
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
	Category of waste	
(i) Incineration	0.20	2.90
(ii) Landfilling	0.81	0.89
(iii) Other disposal operations	-	-
Total	1.01	3.79

[12]FY 2024-25 figures pertaining to waste management have been revised due to changes in the methodology and data collection approach adopted for the quantification and reporting of waste generation, treatment, and disposal related performance indicators. The revised figures have been incorporated to enhance the accuracy, consistency, and comparability of disclosures across reporting periods.

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

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

The Company is committed to minimising waste generation through resource-efficient operations, responsible waste management practices and continuous process improvement. The Company follows the principles of Reduce, Reuse and Recycle (3R) for effective waste management across its operations.

Waste generated from the Company's establishments is identified, segregated and stored appropriately at source based on its nature, including hazardous waste, e-waste, plastic waste and other non-hazardous waste. The Company has engaged authorised external agencies for the collection, transportation, treatment and disposal of waste generated from its operations.

Waste disposal is carried out in accordance with applicable environmental laws and through approved methods such as recycling, recovery, incineration, landfill or other permitted disposal mechanisms, wherever applicable. The Company is committed to minimizing waste generation through resource-efficient operations, responsible waste management practices, and continuous process improvement. Efforts are focused on optimizing material utilization, promoting waste segregation at source, maximizing recycling and recovery, and ensuring the environmentally sound disposal of waste that cannot be recovered. The Company periodically reviews its waste generation patterns and identifies opportunities to improve waste reduction and resource circularity as part of its broader sustainability agenda. Going forward, the Company intends to further strengthen its waste management approach by evaluating measurable waste reduction initiatives in line with evolving business requirements and sustainability priorities.

The Company periodically reviews its waste generation patterns and identifies opportunities to optimise material utilisation, maximise recycling and recovery, improve waste reduction and strengthen resource circularity as part of its broader sustainability agenda. Further, the Company continues to promote process efficiency, responsible material usage and employee awareness to minimise waste generation and reduce the use of hazardous and toxic chemicals in its products and processes.

Going forward, the Company intends to further strengthen its waste management approach by evaluating measurable waste reduction initiatives in line with evolving business requirements and sustainability priorities.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
The Company does not have any operations or offices located in ecologically sensitive areas.			

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

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

Note : The Company did not undertake any Environmental Impact Assessment (EIA) during the reporting period.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
There were no material non-compliances reported in the FY 2025-26 by the Company. Certainly, the Company adheres to all relevant environmental laws and regulations.				

Leadership Indicators

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

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

i. Name of the area

ii. Nature of operations

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

Parameter	FY 2025-26	FY2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)		
Total volume of water consumption (In kiloliters)		
Water intensity per rupee of turnover ***(Water consumed / turnover in Rs)***		
Water intensity (optional)- the relevant metric maybe selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	Not Applicable	Not Applicable
- **No treatment**		
- **With treatment – please specify level of treatment**		
(ii) Into Groundwater		
- **No treatment**		
- **With treatment – please specify level of treatment**		
(iii) Into Seawater		
- **No treatment**		
- **With treatment – please specify level of treatment**		
(iv) Sent to third parties		
- **No treatment**		
- **With treatment – please specify level of treatment**		
(v) Others		
- **No treatment**		
- **With treatment – please specify level of treatment**		
Total water discharged (in kiloliters)		

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Parameter	Unit	FY 2025-26	FY2024-25
Total Scope 3[13] emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_{2e}	2457.98	3209.21
Total Scope 3 emissions per rupee of Turnover		0.000000092	0.000000248
Total Scope 3 emission intensity per Employee		3.39	4.51

[13] The Scope 3 GHG emissions inventory has been calculated in accordance with the Greenhouse Gas (GHG) Protocol. For the reporting period, the assessment includes emissions from Category 3 (Fuel- and Energy-Related Activities), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), and Category 7 (Employee Commuting). The emission factors used for the calculation have been sourced from the Central Electricity Authority (CEA), India and the UK Department for Environment, Food & Rural Affairs (DEFRA), as applicable.

All other Scope 3 categories under the GHG Protocol have been excluded from the current assessment based on data availability and materiality considerations.

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

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

The Company does not have any operations or offices located in ecologically sensitive areas

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:

Sr. No	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Expansion of Solar Water Pump Deployment	Continued large-scale deployment of solar-powered agricultural pumping systems under PM-KUSUM and other renewable energy initiatives to replace conventional diesel-operated pumps.	Reduction in fossil fuel consumption, lower greenhouse gas emissions, and increased adoption of clean energy in agriculture.
2	Energy-Efficient Pump & Motor Development	Development and supply of high-efficiency pumps and motors with optimized hydraulic and electrical performance to reduce energy consumption.	Reduced electricity usage and indirect carbon emissions associated with pumping operations.
3	Investment in EV Ecosystem	Strategic investment and business expansion in Electric Vehicle-related technologies and components to support clean mobility transition.	Contribution toward reduction in transportation-related emissions and support for electrification initiatives.
4	Participation in Solar Cell Manufacturing Ecosystem	Expansion toward solar cell and renewable-energy manufacturing ecosystem to support domestic clean energy generation infrastructure.	Strengthening renewable energy supply chain and supporting reduction in dependence on fossil-fuel-based power generation.
5	Manufacturing Process Optimization	Continuous process improvement initiatives undertaken to improve production efficiency, reduce material wastage, and optimize energy utilization in manufacturing facilities.	Improved resource efficiency, reduction in operational losses, and lower environmental impact.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Sr. No	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Water Conservation & Recycling Measures	Implementation of water conservation practices including reuse of treated water, controlled water consumption systems, and water management initiatives within manufacturing operations. The Company has established a water stewardship programme focused on reducing freshwater withdrawal intensity through rainwater harvesting, water recycling, and process optimization initiatives. As part of this programme, the Company has set a target to reduce water withdrawal intensity by 20% by FY2030.	Reduction in freshwater consumption and improved sustainable water utilization.
7	R&D for Sustainable Engineering Solutions	Ongoing research and development activities focused on energy-saving technologies, efficient motor control systems, and sustainable product engineering.	Development of environmentally responsible and energy-efficient products with reduced lifecycle emissions.
8	Renewable Energy-Oriented Product Portfolio Expansion	Increased focus on renewable-energy-based products and applications across agriculture and industrial sectors.	Enhanced contribution toward India's renewable energy and decarbonization objectives.
9	Resource Optimization Initiatives	Optimization of raw material utilization, inventory planning, and production efficiency to reduce unnecessary resource consumption.	Lower material wastage and improved operational sustainability.

The above initiatives are ongoing and continue to remain relevant for FY26 as part of the Company's long-term sustainability and greenhouse gas reduction strategy. Additional focus areas during FY26 included expansion into EV-related technologies, renewable-energy manufacturing ecosystem participation, and enhanced operational resource optimization initiatives

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

Yes, the Company has established a comprehensive Business Continuity and Disaster Management framework to strengthen preparedness and resilience against potential disruptions. Detailed On-Site Emergency Plans (OSEPs) have been developed for all manufacturing facilities and office locations to address a wide range of emergency situations, including fire incidents, chemical spills, equipment failures, natural calamities, and other unforeseen events. These plans are intended to ensure timely response and coordinated action during emergencies while maintaining a high level of operational readiness.

The framework is focused on minimizing disruptions to business operations and ensuring continuity of critical functions under adverse conditions. It also places significant emphasis on safeguarding the health and safety of employees, protecting physical assets, and mitigating environmental impacts. Periodic reviews and emergency preparedness activities are undertaken to strengthen response capabilities and enhance the Company's overall 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.

The Company recognizes that its value chain relies extensively on steel coils for manufacturing activities, and that the extraction and consumption of such materials may have environmental implications. To mitigate these impacts, a closed-loop system has been established under which steel scrap and residual material generated during the production process are systematically returned to suppliers for reuse. This approach helps minimize raw material wastage and facilitates the integration of recycling practices within the supply chain.

Through these measures, the Company promotes efficient resource utilization and supports the principles of a circular economy. The reuse of steel scrap contributes to reducing the environmental footprint associated with its value chain while strengthening the long-term sustainability of manufacturing operations.

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

   During the reporting period, the Company assessed nearly 80% of its value chain partners, based on the value of business, to understand potential environmental impacts associated with their operations. The evaluation considered parameters such as energy consumption, water use, waste management practices, and emissions. In parallel, the Company continued to engage with its partners and encouraged the adoption of sustainable practices consistent with its environmental expectations. It also remains committed to responsible procurement and, wherever feasible, gives preference to products and services that are environmentally responsible, energy-efficient, incorporate recycled content, and are locally sourced. These efforts contribute to strengthening the sustainability performance of the supply chain while promoting efficient use of resources.

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

Essential Indicators

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

   The Company is affiliated with four trade and industry chambers/associations during the reporting period.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Pumps Manufacturers' Association (IPMA)	National
2	Confederation of Indian Industry	National
3	FICCI	National
4	Madhya Pradesh Chamber of Commerce Industries and Agriculture (MCCIA)	State

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

Name of authority	Brief of the case	Corrective action taken
There were no adverse orders passed by any regulatory authority against the Company in relation to anti-competitive conduct during the reporting period.		

Leadership Indicators

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

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

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

Not applicable, as no Social Impact Assessment was undertaken during the reporting period.

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

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

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

The Company has established structured mechanisms for receiving and addressing community grievances in a transparent and accountable manner. Multiple channels, including dedicated helplines, designated email addresses, and community engagement forums, are available to facilitate the reporting of concerns. All grievances are formally recorded and reviewed in accordance with defined procedures, and a designated team is responsible for evaluating issues and implementing corrective measures wherever necessary. Feedback mechanisms are also maintained to keep complainants informed about the status and resolution of their concerns. Through this framework, the Company seeks to ensure timely redressal, strengthen stakeholder trust, and foster constructive relationships with the communities in which it operates.

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

	FY 2025-26	FY2024-25
Directly sourced from MSMEs/ small producers	The Company procures input materials from a broad network of suppliers, including Micro, Small and Medium Enterprises (MSMEs) and other suppliers situated within the district of Dhar and neighbouring districts, as well as from various regions across India. The percentage of such procurement is not presently quantifiable.	
Directly from within India		

Note: It only covers Raw Materials.

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

Location	FY 2025-26	FY2024-25
Rural	12.20%	7.65%
Semi-urban	79.27%	77.53%
Urban	6.39%	11.83%
Metropolitan	2.13%	2.99%

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Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
N.A.	

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

S. No.	State	Aspirational District	Amount spent (in INR)
The Company has not initiated any CSR projects in the designated aspirational districts.			

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

   No

   (B) From which marginalized /vulnerable groups do you procure?

   Not Applicable

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

   Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
The Company has not developed or acquired any intellectual property during the year that draws upon traditional knowledge.				

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

Name of authority	Brief of the case	Corrective action taken
No corrective actions have been taken or are currently underway based on any adverse order in intellectual property related disputes involving the usage of traditional knowledge.		

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	The Company, through the Shakti Foundation Trust, is undertaking the construction of a school with the objective of providing quality education to underprivileged and deserving sections of society.	Not ascertainable in number	Not ascertainable in number

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

Essential Indicators

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

Shakti Pumps (India) Limited has established a comprehensive service framework to facilitate the timely and effective resolution of customer complaints and feedback. The Company's service policy is aimed at providing reliable and easily accessible support across the country. To strengthen after-sales service capabilities, it operates through a network of 266 authorised service centres and deploys trained service engineers equipped to handle various models of Shakti pumps and motors with a strong focus on customer satisfaction. Essential spare parts are maintained at service locations to minimize turnaround time for repairs and replacements. In addition, the Company continues to expand its branch network and service infrastructure in line with its growth strategy, thereby enhancing service reach and improving customer experience.

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

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

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

	FY 2025-26			FY2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other- (Loans and advances, Staff Behaviour etc.)	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable, as no voluntary recall was undertaken during FY 2025-26.
Forced recalls	Nil	Not Applicable, as no forced recall was directed by any regulatory authority during FY 2025-26.

During the reporting period, the Company did not undertake any voluntary or forced product recall on account of safety issues. Shakti Pumps (India) Limited manufactures pumps, motors, controllers and related equipment, and addresses product-related concerns through its authorised service centres, trained service engineers, spare-parts support and customer grievance redressal mechanisms. No product safety matter requiring recall was reported during FY 2025-26.

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

   The Company has in place a framework and policy addressing cyber security and data privacy risks. The policy is accessible at:

   https://shaktipumps.com/wp-content/uploads/2025/07/Data_Privacy_Policy_SPIL_changed.pdf.pdf

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

   No corrective steps were required during the year as the Company did not face any issues or receive complaints relating to advertising, essential service delivery, cyber security, customer data privacy, product recalls, or regulatory action concerning the safety of its products or services.

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

   a. Number of instances of data breaches: Nil

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

   c. Impact, if any, of the data breaches: Nil

Leadership Indicators

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

   https://shaktipumps.com/pumps/

   https://shaktipumps.com/motors/

   https://shaktipumps.com/controllers/

   https://shaktipumps.com/others/

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

   The Company provides product information, user manuals, operating instructions, safety precautions and maintenance guidance to customers for safe and responsible product usage. The Company has disclosed that products/services representing 100% of turnover carry information on safe and responsible usage. During FY 2025-26, customer feedback was also obtained through post-installation interactions and satisfaction surveys for solar water pump installations. Feedback received is reviewed by the service and quality teams for continuous improvement.

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

   The Company has put in place an effective communication mechanism to ensure that customers are promptly informed of any potential disruption or discontinuation of essential services. In situations where service interruptions may occur, affected consumers are notified through direct communication channels, including email-based alerts and other electronic means. This approach enables timely dissemination of information, helping customers take appropriate measures while reinforcing the Company's commitment to transparency, responsiveness, and uninterrupted customer support.

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

   Yes, the Company provides product information on its offerings beyond the requirements mandated by local laws. This includes additional technical specifications and usage guidance displayed on product labels. Yes, the Company conducts a customer satisfaction survey following the installation of solar water pumps. This feedback mechanism helps assess service quality and customer experience.