

Date: 30/06/2026

To,
The Corporate Relationship Department
BSE Ltd, P J Towers, Dalal Street,
Mumbai- 400001

The Manager
National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor, Plot No.C/1,
G-Block, Bandra Kurla Complex,
Bandra (E), Mumbai-400 051

Scrip code : 500333

NSE SYMBOL : PIXTRANS

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

Pursuant to Regulation 34 of the SEBI Listing Regulations, 2015, enclosed the Business Responsibility & Sustainability Report for the Financial Year 2025-26 which has been sent through electronic mode to the Members.

The Annual Report along with the Business Responsibility & Sustainability Report for the Financial Year 2025-26 is also uploaded on the Company's website and can be accessed at <https://www.pixtrans.com>

For PIX Transmissions Ltd.

Shybu Varghese
Company Secretary

Encl: As above



PIX TRANSMISSIONS LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity	
1. Corporate Identity Number (CIN) of the Company	L25192MH1981PLC024837
2. Name of the Company	PIX TRANSMISSIONS LIMITED
3. Year of incorporation	1981
4. Registered office address	J-7, M.I.D.C., Hingna Road, Nagpur-440 016
5. Corporate address	One BKC, B Wing, 12th Floor, Unit No.1208, Bandra-Kurla Complex, Bandra (East), Mumbai-400 051
6. E-mail id	info@pixtrans.com
7. Telephone	022-6138 3000 – Corporate Office
8. Website	www.pixtrans.com
9. Financial year reported	2025-2026
10. Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited(NSE)
11. Paid-up Capital	Rs. 13,62,41,000/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shybu Varghese shybu.varghese@pixtrans.com 9764065355
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14. Whether the company has undertaken reasonable assurance of the BRSR care	NA
15. Name of assurance provider	NA
16. Type of assurance obtained	NA

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of turnover of the Company
Manufacturing of V-Belts	Manufacturing of power transmission belts	98%
Trading	Trading of power ware products	2%

18. Products/Services sold by the Company (accounting for 90% of the turnover)

Product/Service	NIC Code	% of total Turnover contributed
Power Transmissions Belts	40103999	98.00%
Pulleys	84835010	1.25%
Couplings	84836010	0.50%
Bushes	73269099	0.25%

III. Operations

19. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	4	4

20. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	PAN INDIA
International (No. of Countries)	100

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

The Company's exports contribute more than 50% to its total turnover.

c. Types of customers

The company is a B2B organization with a global footprint. It offers products to customers across multiple sectors, including industrial, agricultural, and automotive, and serves both domestic and international markets.

IV. Employees and workers (including differently abled)

21. Details as at the end of Financial Year, i.e. March 31, 2026:

a. Employees and workers:

Particulars	Total (A)	Male		Female	
		No.(B)	% (B/A)	No.(C)	% (C/A)
1. Permanent (D)	283	262	92.58	21	7.42
2. Other than Permanent (E)	1	1	100.00	0	0.00
3. Total employees (D+E)	284	263	93.00	21	7.00
4. Permanent (F)	630	630	100.00	0	0.00
5. Other than Permanent (G)	813	812	100.00	1	0.12
6. Total workers (F+G)	1443	1442	99.93	1	0.07

b. Differently abled Employees and workers:

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)	5	5	100%	0	0%
5. Other than Permanent (G)	0	0	0%	0	0%
6. Total differently abled workers (F+G)	5	5	100%	0	0%

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	14	2	14.29
Key Management Personnel	1	0	-

23. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.25%	0.70%	16.25%	11.98%	1.12%	13.10%	14.23%	1.09%	15.32%
Permanent Workers	6.82%	0.00%	6.82%	5.44%	0.00%	5.44%	3.52%	0.00%	3.52%

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

24. Name of holding/subsidiary/associate companies/joint ventures

Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
PIX Middle East FZC, UAE	Subsidiary	100%	No
PIX Transmissions (Europe) Limited, UK	Subsidiary	100%	No

VI. CSR Details

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

Yes

(ii) Turnover (in Rs.)

₹530 Crore

(iii) Net worth (in Rs.)

₹636 Crore

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal)	FY2026			FY2025		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	No	Nil					
Investors (other than shareholders)	No	Nil					
Shareholders	Yes. The Company has formulated the Investor Grievance Redressal Policy to address the grievances of shareholders. The web link of this policy is as under : https://www.pixtrans.com/investors.php?tab=Company%20Policies	11	1	One un-resolved complaint received on 30th March 2026	19	0	-
Employees and workers	Yes. The company's policy on Human Rights & Code of Conduct addresses the grievances of	65	0	-	97	0	-

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY2026			FY2025		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
	Employees and worker. The web link of these policies are as under : https://www.pixtrans.com/investors.php?tab=Company%20Policies						
Customers	Yes, Company's policy on QMS and Warranty Management System address this issue. The web link is as under : https://www.pixtrans.com/investors.php?tab=Company%20Policies	32	1	Yet to receive samples for analysis of unresolved complaint	30	0	-
Value Chain Partners	No	Nil					
Other (please specify)	No	Nil					

27. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
No material issue identified				

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 the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	No	No	No	Yes	No	No	No	Yes	No

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
c. Web link of the policies, if available		The Company's policies can be accessed with the given web link. https://www.pixtrans.com/investors.php?tab=Company Policies								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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 the Company and mapped to each principle.	ISO9001 & IATF16949	ISO14001 & ROHS/PROP65	ISO45001	ISO9001	ISO45001	ISO14001	ISO9001	ISO9001	ISO9001
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	No								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	NA								
Governance, leadership and oversight										
7.	As we continue on our journey towards being the best-in-class Company within the mechanical power transmissions industry in terms of our sustainability credentials, we stay rooted in our core principles of serving all concerned stakeholders in the best possible manner while nurturing our operating environment. In the current economic climate, it would be easy to maintain status-quo or change course but that would imply that all the efforts undertaken by us over the past few years would tantamount to nothing. We continue to harbor the notion that modern consumers demand more from their suppliers rather than just price, quality and delivery. They seek intangibles that deepen their association with the brand and we take it as our responsibility to be front and center with regards to our complete offering. The directive at each and every level across our organization is simple – educate, train and uplift our vendors to the upper echelon in terms of their sustainability practices.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	AMARPAL SETHI CHAIRMAN & MANAGING DIRECTOR DIN: 00129462 E-mail - info@pixtrans.com								
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	No								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Other committee									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Annually								
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	No																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)	NA								
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 programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Principle 1, 2, 4	86%
Key Managerial Personnel	2	Principle 3	100%
Employees other than Board of Directors and KMPs	13	Principles 1, 2, 3, 4, 5, 6, 7, 8, 9	79%
Workers	3	Principles 2, 6,8 & 9	100%

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

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

MONETARY					
	NGRBC Principle	Name of the regulatory/enforcement agencies/	Amount (In INR) Brief of the Case Has an appeal	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL
NON-MONETARY					
	NGRBC Principle	Name of the regulatory/enforcement agencies/	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL		NIL
Punishment	NIL	NIL	NIL		NIL

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

Cost details	Name of the regulatory/enforcement agencies/judicial institutions
Not applicable as there were no instances of payment of fines.	

4. Does the Company 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. Upholding fair and ethical practices is core to the Company's values. A vigil mechanism policy is in place to ensure the code of conduct is followed across all business operations.

<https://www.pixtrans.com/investors/investorPDF/Policies/PIX-VIGIL%20MECHANISM.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:

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	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	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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 conflict of interests

Not Applicable

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

	2025-26	2024-25
Number of days of accounts payables	48	40

9. Open-ness of business

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

Parameter	Metrics	2025-26	2024-25
Concentration of Purchases	a. (i) Purchases from trading houses -Rs in lakhs	6752.08	9417.71
	(ii) Total Purchases Rs in lakhs	18880.27	23544.29
	(iii) Purchases from trading houses as % of total purchases	35%	40%
	b. Number of trading houses where purchases are made from	279	40
	c. (i) Purchases from top 10 trading houses-Rs in lakhs	5334.32	8475.94
	(ii) Total purchases from trading houses-Rs in lakhs	6752.08	9417.71
	Purchases from top 10 trading houses as % of total purchases from trading houses	79%	90%
Concentration of sales	a. (i) Sales to dealers / distributors - Rs in lakhs	44888.71	44441.76
	(ii) Total Sales - Rs in lakhs	53016.34	55207.16
	(iii) Sales to dealers / distributors as % of total sales	84.67%	80.50%
	b. Number of dealers / distributors to whom sales are made	759	787
Share of RPTs in	c. (i) Sales to top 10 dealers / distributors - Rs in lakhs	25513.84	16221.24
	(ii) Total Sales to dealers/distributors-Rs in lakhs	44888.71	44441.76
	(iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	56.84%	36.5%
	a. (i) Purchases with related parties - Rs in lakhs	Nil	Nil
	(ii) Total Purchases - Rs in lakhs	Nil	Nil
	(iii) Purchases with related parties as % of Total Purchases	Nil	Nil
	b. (i) Sales to related parties - Rs in lakhs	7192.50	7810.62
	(ii) Total Sales - Rs in lakhs	53016.34	55207.16
	(iii) Sales to related parties as % of total Sales	13.56%	14.15%
	c. (i) Loans & advances given to related parties - Rs in lakhs	Nil	Nil
	(ii) Total Loan & advances - Rs in lakhs	Nil	Nil
	(iii) Loans & advances given to related parties as % to total loans & advances	Nil	Nil
	d. (i) Investments in related parties - Rs in lakhs	105.76	105.76
	(ii) Total Investments - Rs in lakhs	20063.15	12889.67
	(iii) Investments in related parties as % of total Investments made	0.52%	0.82%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such
-	-	-

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 , in accordance with statutory requirements, each director discloses their interest in any company, firm, body corporate, or individual at the first Board meeting of the fiscal year. A register of such interests and related transactions is maintained, and reviewed by the Audit Committee on a quarterly basis.

Principle 2: Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	NIL	NIL	-
Capex	NIL	NIL	-

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

Yes, the Company integrates sustainable sourcing into its long-term business plan, focusing on procuring goods and resources in a manner that is environmentally sustainable, socially responsible, and commercially viable.

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

75%

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 ensures compliance with the regulations of the Maharashtra Pollution Control Board, including Extended Producer Responsibility (EPR) norms for disposal of plastic waste. It also ensures that E-waste is channelized to authorized recyclers and hazardous waste is disposed off at an authorized Common Hazardous Waste Treatment, Storage, and Disposal Facility.

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 , PIX is obligated to comply with EPR norms for plastic waste disposal as per regulations. We understand the importance of timely disposal and are taking necessary actions to meet the yearly targets set by the Pollution Control Board. PIX recognizes its responsibility to minimize environmental impact and ensures waste disposal practices comply with statutory requirements.

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
The company has not conducted LCA for any of its products					

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
REC V-Belts	3%	NIL

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

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	0	0	14.00	0	0	14.00
E-waste	0	0	0.99	0	0	1.220
Hazardous waste	0	0	32.91	0	0	28.31
Other waste	0	0	2144.00	0	0	2486.00

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
Not applicable	

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains, Essential indicators:

1. a. Details of measures for the wellbeing of employees:

Category	% of employees covered by										
	Total A	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	262	262	100%	262	100%	0	0	0	0	0	0
Female	21	21	100%	21	100%	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0
Total	283	283	100%	283	100%	0	0	0	0	0	0
Other than Permanent Employees											
Male	1	1	100%	1	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	100%	1	100%	0	0	0	0	0	0

b. Details of measures for the wellbeing of workers

Category	% of workers covered by										
	Total A	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Workers											
Male	630	630	100%	630	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0
Total	630	630	100%	630	100%	0	0	0	0	0	0
Other than Permanent Workers											
Male	812	0	0	812	100%	0	0	0	0	0	0
Female	1	0	0	1	100%	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0
Total	813	0	0	813	100%	0	0	0	0	0	0

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

	2023	2024-25
(i) Cost incurred on well-being measures	Rs 225.58 Lacs	Rs 238.39 Lacs
(ii) Total Revenue of the Company	Rs 53,016.34 Lacs	Rs 55,207.16 Lacs
(iii) Cost incurred on well-being measures as a % of total revenue of the company	0.43%	0.43%

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

Benefits	FY 2025-26			FY 2024-25		
	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 %	Yes	100 %	100 %	Yes
Gratuity	100 %	100 %	Yes	52 %	100 %	Yes
ESI	0 %	94 %	Yes	0 %	100 %	Yes
Others-please specify	0	0	NA	0	0	NA

3. Accessibility of workplaces

Are the premises / offices of the Company 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 Company in this regard.

The Company is committed to providing an inclusive workplace. As per the Rights of Persons with Disabilities Act, 2016, its premises and offices are accessible to differently-abled employees and workers, with facilities, infrastructure, and services designed to accommodate persons with disabilities.

4. Does the Company 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 Code of Conduct promotes equal opportunity by prohibiting disability-based discrimination and providing reasonable accommodations. This helps create an inclusive workplace that values diversity and fairness for all employees.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

Note : No such leave taken during reporting period

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company has established a structured grievance redressal mechanism to address worker concerns in a fair, transparent, and timely manner. The process ensures confidentiality, non-retaliation, with all cases recorded and tracked to closure.
Other than permanent workers	Yes, the Company has established a structured grievance redressal mechanism to address worker concerns in a fair, transparent, and timely manner. The process ensures confidentiality, non-retaliation, with all cases recorded and tracked to closure.
Permanent employees	Yes, the Company has established a structured grievance redressal mechanism to address employee concerns in a fair, transparent, and timely manner. The process ensures confidentiality, non-retaliation, with all cases recorded and tracked to closure.
Other than permanent employees	Yes, the Company has established a structured grievance redressal mechanism to address employee concerns in a fair, transparent, and timely manner. The process ensures confidentiality, non-retaliation, with all cases recorded and tracked to closure.

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

Category	FY 2025-26			FY 2024-25		
	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**	283	0	0	270	0	
-Male	262	0	0	254	0	
-Female	21	0	0	16	0	
Total Permanent Workers**	630	630	100%	661	661	
-Male	630	630	100%	661	661	
-Female	0	0	0	0	0	

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total A	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number B	% (B/A)	Number C	% (C/A)		Number E	% (E/D)	Number F	% (F/D)
Employees										
Male	263	263	100%	263	100%	254	96	37.80%	182	72.00%
Female	21	21	100%	21	100%	16	16	100%	15	94.00%
Other	0	0	0	0	0	0	0	0	0	0
Total	284	284	100%	284	100%	270	112	41.48%	197	72.96%
Workers										
Male	1442	1442	100%	1442	100%	1528	1528	100%	1528	100%
Female	1	1	100%	1	100%	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	1443	1443	100%	1443	100%	1528	1528	100%	1528	100%

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

Category	FY 2025-26			FY 2024-25		
	Total A	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	263	263	100%	254	203	80.00%
Female	21	21	100%	16	16	100%
Other	0	0	0	0	0	0
Total	284	284	100%	270	219	81.11%
Workers						
Male	630	630	100%	661	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	630	630	100%	661	0	0

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 entity has implemented an occupational health and safety management system and is certified by ISO 45001:2018.

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

The Company identifies work-related hazards and assesses risks through routine and non-routine processes, including Hazard Identification and Risk Assessment HIRA. Control measures are applied as per the hierarchy of controls.

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

Yes, display boards and Standard Operating Procedures (SOPs) are made available to workers to facilitate reporting of work-related hazards and to provide guidance on withdrawing from unsafe situations.

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

Yes, the Company has appointed a medical practitioner to extend regular on-site medical support at its TRP and MIDC locations, with daily visits alternating between the two sites. Further, as mandated by the Factories Act, 1948, annual health check-ups are conducted for all employees.

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

Safety Incident / Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company ensures a safe and healthy workplace as per ISO 45001:2018 through hazard identification, risk controls, and continuous monitoring and review of its occupational health and safety management system.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	30	0	-	32	0	-
Health & Safety	45	0	-	65	0	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (Safety Audit Done by competent Authorities under Factory Act 1948)
Working Conditions	100% (Dy. Director (Factory Inspector) Visit's on all locations half yearly basis to check the Safety, Health and Welfare of the workers and working conditions in the factory premises)

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

The Company addresses safety incidents and significant risks through corrective actions as per the ISO 45001:2018 hierarchy of controls. It takes proactive steps to continually improve occupational health and safety practices to maintain a safe working environment.

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).

- A) Employees – Yes
B) Workers - Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company consistently monitors and follows up with value chain partners on the payment of all statutory dues to ensure timeliness. This approach demonstrates its commitment to statutory compliance and adherence to regulatory obligations.

3. Provide the number of employees / workers having suffered grave consequences due to work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who 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	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
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)

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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 corrective actions were required to be taken.

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

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

The Company's process for stakeholder identification is guided by the principles of inclusivity, materiality, and responsiveness. Stakeholders include parties who are directly or indirectly affected by the Company's operations, or who can influence its value creation.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	E-mail, Website, Newspaper, Stock Exchanges	Annual/need based	Governance, EPS, Grievances, Financial performance
Employees	No	E-mails, website, Notices, surveys	Quarterly/event based	Appraisal/Remuneration/Training
Customers	No	Website, e-mails, social media	Need based	Technical information / complaints & grievances/pricing/customer meet
Bankers	No	e-mail, website	Quarterly/need based	Financial performance / credit rating
Community	Yes	CSR activities	Need based	Helps in education of Blind children /under privileged children /providing medical facility to under privileged /promoting skill development /Eradicating hunger & malnutrition.

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.

Process not yet finalised.

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.

No

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

The Company is committed to promoting education for blind and underprivileged children, in recognition of the need for inclusive learning. In addition, it facilitates access to essential medical facilities for underprivileged individuals, addressing healthcare barriers faced by marginalized communities.

Principle 5: Business should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	283	283	100%	267	267	100%
Other than Permanent	1	1	100%	3	3	100%
Total Employees	284	284	100%	270	270	100%
Workers						
Permanent	630	630	100%	661	661	100%
Other than Permanent	813	813	100%	867	867	100%
Total Workers	1443	1443	100%	1528	1528	100%

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

Category	FY 2025-26					FY 2024-25				
	Total A	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	Number C	% (C/A)		Number E	% (E/D)	Number F	% (F/D)
Employees										
Permanent	283	0	0%	283	100%	267	0	0%	267	100%
Male	262	0	0%	262	100%	251	0	0%	251	100%
Female	21	0	0%	21	100%	16	0	0%	16	100%
Other than Permanent	1	0	0%	1	100%	3	0	0%	3	100%
Male	1	0	0%	1	100%	3	0	0%	3	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	630	0	0%	630	100%	661	0	0%	661	100%
Male	630	0	0%	630	100%	661	0	0%	661	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	813	0	0%	813	100%	867	0	0%	867	100%
Male	812	0	0%	812	100%	867	0	0%	867	100%
Female	1	0	0%	1	100%	0	0	0%	0	0%

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration /salary / wages of respective category	Number	Median remuneration /salary / wages of respective category	Number	Median remuneration /salary / wages of respective category
Board of Directors (BoD)	6	2,38,22,004 p.a	1	1,63,57,596 p.a	0	0
Key Managerial Personnel (KMP)	1	34,58,219 p.a	0	0	0	0
Employees other than BoD and KMP	261	7,23,376 p.a	21	7,02,069 p.a	0	0
Workers	630	4,05,707 p.a	0	0	0	0

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

	2025-26	2024-25
Gross wages paid to females as % of total wages	0%	0%

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. To address any human rights impact or issues that may arise from the business, the Company allows its employees and workers to reach out to concerned Director or concerned IR Managers or Lead HR of the company.

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

Human rights-related grievances are addressed by the Company through internal mechanisms such as Suggestion Boxes and Employee Satisfaction Surveys.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related	0	0	-	0	0	-

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

	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

To prevent adverse consequences for complainants in discrimination and harassment cases, the Company has established a Whistle Blower Policy incorporating mechanisms for a fair and confidential process.

The Policy requires submission of Protected Disclosures within 30 days of identifying the issue to ensure timely reporting. To maintain confidentiality, disclosures must be submitted in a secured envelope or via email with the subject "Protected disclosure under Vigil Mechanism / Whistle Blower policy.

Complainants shall address disclosures to the Vigilance Officer. In exceptional cases involving the Vigilance Officer or the Chairman & Managing Director, complaints shall be directed to the Chairman & Managing Director or the Chairman of the Audit Committee, respectively.

The Company remains committed to providing a safe reporting environment and to the principles of fairness, confidentiality, and accountability.

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

Yes, the human rights requirements are integrated into the Company's business agreements and contracts, ensuring partners and suppliers uphold ethical standards, respect fundamental rights, and maintain safe and inclusive work environments.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

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

No such concern raised

Leadership Indicators

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

None

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

The majority of human rights due diligence in getting covered under code of conduct policy laid out by the Company which is available in the Company's website.

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

Yes. The Company's premises and offices are accessible to differently-abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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**	-
Discrimination at workplace**	-
Child Labour**	-
Forced Labour/Involuntary Labour**	-
Wages**	-
Others – please specify	-

***The Company does not currently evaluate these parameters at suppliers' facilities. However, its Purchase Orders incorporate a Code of Conduct that sets out expectations regarding these parameters.*

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

No violation reported

Principle 6: Business 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	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	0	0
From non- renewable sources		
Total electricity consumption (D)	1,52,27,649 KWh	1,67,69,428 KWh
Total fuel consumption (E)	1,13,548 KWh	53,500 KWh
Energy consumption through other sources (F)	0 KWh	0 KWh
Total energy consumption (D+E+F)	1,53,41,197 KWh	1,68,22,928 KWh
Total energy consumed (A+B+C+D+E+F)	1,53,41,197 KWh	1,68,22,928 KWh
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00289	0.00304
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP). (Total energy consumed / Revenue from operations adjusted for PPP)	0.00289	0.00304
Energy intensity in terms of physical output	0.837	0.844
Energy intensity (optional) – the relevant metric may be selected by the Company	NA	NA

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

No assessment has been done for the year under review.

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

No. The PAT scheme of government is not applicable to the Company.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	67,814	0
(ii) Groundwater	73,766	75,026
(iii) Third party water	0	65,961
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,41,580	1,40,987
Total volume of water consumption (in kilolitres)	1,41,580	1,40,987
Water intensity per rupee of turnover (<i>Water consumed / Revenue from operations</i>)	0.00003	0.00003
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP). (<i>Total water consumption / Revenue from operations adjusted for PPP</i>)	0.00003	0.00003
Water intensity in terms of physical output	0.00773	0.00707
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No. such assessment has been carried out in the year under review.

4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater	-	-
- No treatment	NIL	NIL
- With treatment – STP treated water for garden use	13449 KL	8100 KL
(iii) To Seawater	-	-
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
- No treatment	NIL	NIL
- With treatment – ETP treated effluents are sent to CETP for further treatment	12840 KL	12400 KL
(v) Others		
- No treatment	-	-
-With treatment – please specify level of treatment <i>Primary treatment & Secondary treatment by ETP</i>	NIL	NIL
Total water discharged (in kilolitres)	26289 KL	20500 KL

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. such assessment has been carried out in the year under review.

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

No, the company has not implemented any mechanism for zero liquid discharge.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	mg/NM3	114.99	74.79
SOx	mg/NM3	88.85	53.60
Particulate matter (PM)	mg/NM3	153.07	132.99
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	31.1	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – please specify	-	Nil	Nil

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

No such assessment / assurance conducted

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	272.52	177.27
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	No such process currently available	No such process currently available
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00005	0.00003
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		0.00005	0.00003
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.01	0.00889
Total Scope 1 and Scope 2 emission intensity in terms of physical output Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

No

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

No such projects currently available

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	14	15
E-waste (B)	0.99	1.220
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous Waste. Please specify, if any. (G)	32.91	28.31
Sludge Containing Oil		
Chemical Sludge from Waste Water Treatment		
Used Oil		
Other Non-hazardous waste generated (H). Please specify, if any.	2144.00	2530.53
Defective Cut Belt		
Rubberized Fabric Waste		
Rubberized Cord		
Diapharm		
Rubber Compound		
MS Steel		
(Break-up by composition i.e. by materials relevant to the sector)	2191.90	2575.06
Total (A+B+C+D+E+F+G+H)	0.00041	0.00046
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00041	0.00046
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP). (Total waste generated / Revenue from operations adjusted for PPP)	0.11959	0.12925
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<i>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</i>		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
<i>For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)</i>		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2191.90	2575.06
Total	2191.90	2575.06

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 establishment. 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 ensures compliance with RoHS and REACH regulations, key frameworks governing the use of hazardous substances. These regulations mandate the registration of chemicals and disclosure of related hazards and risks. Through compliance, the Company minimizes hazardous chemicals in its products and production processes and maintains safe waste management

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:

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable		

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
The company has not undertaken any EIA projects					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N). Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company has obtained consent to operate from the MPCB (Maharashtra Pollution Control Board) and diligently ensures compliance with all relevant norms.			

Leadership Indicators

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others Total volume of water withdrawal (in kilolitres)	NIL	NIL
Total volume of water withdrawal (in kilolitres)	NIL	NIL
Total volume of water consumption (in kilolitres)	NIL	NIL
Water intensity per rupee of turnover (Water consumed / turnover)	NIL	NIL
Water intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) Into Groundwater	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) Into Seawater	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(v) Others	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
Total water discharged (in kilolitres)	NIL	NIL

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

No such assessment was conducted.

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

Parameter	Unit	2025-26	2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	No such process currently available	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: 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, Current assessments are being undertaken through external agency.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Effluent Treatment Plant	Proper treatment of effluent generated inside the plant premises before sent to CETP	Proper treatment of effluent
2	Sewage Treatment Plant	Proper treatment of domestic waste generated inside the plant premises for disposal	Proper treatment of Domestic waste
3	Air pollution Control System	Stacks Provided to control the emission	Reduce the air pollution & Carbon emission
4	Utilization of Biomass briquette Fuel	Biomass briquette Fuel used for Boiler instead of furnace oil	Reduction in consumption of oil

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

The Company has established an Emergency Preparedness and Response Plan (EPRP) encompassing the identification of emergency scenarios and corresponding response systems. Regular training sessions and mock drills are conducted to maintain workforce preparedness. Through the EPRP, the Company demonstrates its commitment to proactive risk management and rapid response, ensuring a safe and secure workplace.

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?

Nil

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

The company has not undertaken any assessment of the environmental impacts caused by its value chain partners.

8. How many Green Credits have been generated or procured: NA

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.

8

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

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers /associations (State/ National)initiative
1	Federation of Indian Export Organisation	National
2	CAPEXIL	National
3	All India Rubber Industries Association	National
4	Indian Merchant Chambers	National
5	Confederation of Indian Industry	National
6	EU Chamber of Commerce	National
7	Vidarbha Industries Association	State
8	MIDC Industries Association	State

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

Name of the authority	Brief of the case	Corrective action taken
The company has not encountered any such cases.		

Leadership Indicators

1. Details of public policy positions advocated by the Company:

Sr.No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Other s- please specify)	Web Link, if available
Not Applicable					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount paid to PAFs in the FY (In INR)
Not Applicable						

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

No such mechanism is currently available

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	43%	NA
Sourced directly from within the district and neighbouring districts	1.22%	NA

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

Parameter	FY 2025-26	FY 2024-25
Location		
1. Rural		
(i) Wages paid - Rs in lacs	2026.04	1930.54
(ii) Total Wage Cost- Rs in lacs	7514.18	7114.01
(iii) Percentage of Job Creation in Rural Areas	27%	27%
2.Semi-urban		
(i) Wages paid- Rs in lacs	NIL	NIL
(ii) Total Wage Cost - Rs in lacs	NIL	NIL
(iii) Percentage of Job Creation in Semi-urban Areas	NIL	NIL
3.Urban		
(i) Wages paid - Rs in lacs	4131.51	3969.89
(ii) Total Wage Cost - Rs in lacs	7514.18	7114.01
(iii) Percentage of Job Creation in Urban Areas	55%	56%
4.Metropolitan		
(i) Wages paid - Rs in lacs	1356.62	1213.59
(ii) Total Wage Cost - Rs in lacs	7514.18	7114.01
(iii) Percentage of Job Creation in Metropolitan Areas	18%	17%

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
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
The company has not undertaken any CSR projects in the designated aspirational districts as identified by government bodies.			

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

No

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

Not applicable

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NIL	NIL	NIL	NIL

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
Not applicable		

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Promoting Education among blind children	117	100%
2	Providing Medical facility to under-privileged	9261	100%
3	Promoting skill development	251	10%
4	Eradicating hunger and malnutrition	273	90%

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.

Customer complaints are logged and resolved as per the Company's documented procedure. Each issue is addressed within seven days, with appropriate corrective measures undertaken.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	No data available
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other (product related)	32	01	Technical complaint	30	Nil	Technical complaint

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Yes, the Company has established a dedicated privacy policy to effectively address data privacy and cyber security concerns of its customers. The policy can be found at <https://www.pixtrans.com/policy.php>

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 breaches of customer data privacy have been reported in the current or previous financial year. The Company conducts regular internal data security reviews to mitigate risks proactively. Its security framework incorporates sufficient controls to address existing risks and vulnerabilities.

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 Company can be accessed (provide web-link, if available).

The Company's products can be accessed via the Products section on the homepage of its website.

Links for different products –

V-belts : <https://www.pixtrans.com/products/v-belts.php>

Ribbed/poly v-belts: <https://www.pixtrans.com/products/ribbed-poly-v-belts.php>

Timing / Synchronous Belts: <https://www.pixtrans.com/products/timing-synchronous-belts.php>

Banded Belts: <https://www.pixtrans.com/products/banded-v-belts.php>

Special Rubber Belts: <https://www.pixtrans.com/products/special-construction-belts.php>

Automotive Belts: <https://www.pixtrans.com/products/automotive-belts/automotive-belts.php>

Industrial Belts: <https://www.pixtrans.com/products/industrial-belts/industrial-belts.php>

Agricultural Belts: <https://www.pixtrans.com/products/agricultural-belts/agricultural-belts.php>

Lawn and Garden Belts: <https://www.pixtrans.com/products/lawnmower-belts/lawnmower-belts.php>

PIX-PowerWare® Products: <https://www.pixtrans.com/products/pix-powerware.php>

Accessories: <https://www.pixtrans.com/products/accessories.php>

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

Product awareness training is provided to customers through video calls or at their location. The Company also maintains preventive videos and literature on its website.

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

A system is in place to communicate any interruption or discontinuation of product supply to customers with at least six months' notice. Material alterations are subject to the formal ECN/PCN approval process, and customers are notified of such changes.

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 whole? (Yes/ No)

No