

June 13, 2026

**National Stock Exchange of India Limited**

Exchange Plaza  
C-1, Block G, Bandra Kurla Complex,  
Bandra (E), Mumbai-400051  
Company Symbol: SIS

**BSE Limited**

Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai-400001  
Company Code: Equity: 540673  
Debt: 976573

Dear Sir/Ma'am,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby enclose the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2025-26. The BRSR forms an integral part of the Annual Report for the said financial year.

The Annual report along with the BRSR is available on the Company's website at <https://sisindia.com/investors/annual-report>.

This is for your information and records.

Thanking you.

Sincerely,

**For SIS Limited**

**Pushpalatha Katkuri**  
**Company Secretary and Compliance Officer**

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

Sl. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L75230BR1985PLC002083
2	Name of the Listed Entity	SIS Limited (the "Company")
3	Year of incorporation	1985
4	Registered office address	Annapoorna Bhawan, Telephone Exchange Road, Kurji, Patna – 800010, Bihar
5	Corporate address	A-28 & 29, Okhla Industrial Area, Phase I, New Delhi – 110020
6	E-mail	<a href="mailto:compliance@sisindia.com">compliance@sisindia.com</a>
7	Telephone	011 4646 4444
8	Website	<a href="http://www.sisindia.com">www.sisindia.com</a>
9	Financial year for which reporting is being done	Financial Year 2025-26 (April 1, 2025 to March 31, 2026)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 70,63,60,795
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Pushpalatha Kattkuri Company Secretary & Compliance Officer 106, Ramanashree Arcade, 18 M G Road, Bangalore - 560 001 Phone: 080 2559 0801 E-mail ID: <a href="mailto:compliance@sisindia.com">compliance@sisindia.com</a>
13	Reporting boundary: Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis
14	Name of assessment or assurance provider	Not Applicable
15	Type of assessment assurance obtained	Not Applicable

### II. Products/Services

#### 16. Details of Business Activities (accounting for 90% of the turnover)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Support service to Organizations	Security services	97.21

#### 17. Products/Services Sold by the Entity (accounting for 90% of the turnover)

Sr. No.	Product/Services	NIC Code	% of Turnover Contributed by the Product
1	Security services	80100	97.21

### III. Operations

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

Locations	No. of Plants	No. of Offices	Total
National	Not Applicable	204	204



19. Markets Served by the Entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India (28 States and 6 Union Territories)
International (No. of Countries)	3*

\*SIS Limited operates in three countries – Australia, New Zealand and Singapore.

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

0%

c. A brief on types of customers

SIS Limited delivers comprehensive security solutions to a wide range of clients, including businesses, government organizations, and individual consumers. We operate across more than 61,000 customer sites, serving various industries. Our primary customer segments include manufacturing, education, retail, e-commerce, construction and media & entertainment.

**IV. Employees**

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D/A)
<b>EMPLOYEES</b>								
1	Permanent (D)	24,079	22,876	95%	1,203	4.99%	-	-
2	Other than Permanent (E)	-	-	-	-	-	-	-
<b>3</b>	<b>Total employees (D + E)</b>	<b>24,079</b>	<b>22,876</b>	<b>95%</b>	<b>1,203</b>	<b>4.99%</b>	<b>-</b>	<b>-</b>
<b>WORKERS</b>								
4	Permanent (F)	1,81,565	1,65,478	91.14%	16,066	8.85%	21	0.01%
5	Other than Permanent (G)	-	-	-	-	-	-	-
<b>6</b>	<b>Total Workers (F + G)</b>	<b>1,81,565</b>	<b>1,65,478</b>	<b>91.14%</b>	<b>16,066</b>	<b>8.85%</b>	<b>21</b>	<b>0.01%</b>

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	1	1	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	1	1	100%	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	43	38	88.3%	5	11.6%
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F + G)	43	38	88.3%	5	11.6%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30%
Key Management Personnel*	2	1	50%

\*This figure excludes Board of Directors.

## Business Responsibility & Sustainability Report (Contd.)

### 22. Turnover rate for permanent employees and workers

	F.Y. 2025-26			F.Y. 2024-25			F.Y. 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29%	40%	29%	37.4%	28.2%	38.7%	22.6%	19.9%	22.5%
Permanent Workers	34%	38%	35%	38.9%	42.2%	39.2%	35.3%	41.6%	35.7%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	SMC Integrated Facility Management Solutions Limited (formerly known as Service Master Clean Limited)	Subsidiary	100%	Yes. While SIS has prepared the BRSR at the standalone level, all SIS Group companies have individually adopted and implemented the relevant Business Responsibility initiatives.
2	Tech SIS Limited	Subsidiary	100%	
3	SIS PestX India Private Limited (formerly known as Terminix SIS India Private Limited)	Subsidiary	100%	
4	SIS Alarm Monitoring and Response Services Private Limited	Subsidiary	100%	
5	SIS Business Support Services and Solutions Private Limited	Subsidiary	100%	
6	Dusters Total Solutions Services Private Limited	Subsidiary	100%	
7	SIS Global Workforce Solutions Private Limited (formerly known as SIS Synergistic Adjacencies Ventures Private Limited)	Subsidiary	100%	
8	SLV Security Services Private Limited	Subsidiary	100%	
9	Rare Hospitality and Services Private Limited	Subsidiary	100%	
10	Uniq Security Solutions Private Limited	Subsidiary	100%	
11	Uniq Detective and Security Services (AP) Private Limited	Subsidiary	100%	
12	Uniq Detective and Security Services (Tamil Nadu) Private Limited	Subsidiary	100%	
13	Uniq Facility Services Private Limited	Subsidiary	100%	
14	ADIS Enterprizes Private Limited	Subsidiary	100%	
15	One SIS Solutions Private Limited	Subsidiary	100%	
16	One SIS Residential Solutions Private Limited	Subsidiary	100%	
17	A P Securitas Private Limited <sup>^</sup>	Subsidiary	51%	
18	Proton Facility Services Private Limited <sup>^</sup>	Subsidiary	51%	
19	Scientific Security Management Solutions Private Limited <sup>^</sup>	Subsidiary	51%	
20	SIS Security International Holdings Pte. Ltd.	Subsidiary	100%	
21	SIS Security Asia Pacific Holdings Pte. Ltd.	Subsidiary	100%	
22	SIS Australia Holdings Pty Ltd	Subsidiary	100%	
23	SIS Australia Group Pty Ltd	Subsidiary	100%	
24	SIS Group International Holdings Pty Ltd	Subsidiary	100%	
25	MSS Strategic Medical and Rescue Pty Ltd	Subsidiary	100%	
26	SIS MSS Security Holdings Pty Ltd	Subsidiary	100%	
27	MSS Security Pty Ltd	Subsidiary	100%	



Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
28	Australian Security Connections Pty Ltd	Subsidiary	100%	Yes. While SIS has prepared the BRSR at the standalone level, all SIS Group companies have individually adopted and implemented the relevant Business Responsibility initiatives.
29	Southern Cross Protection Pty Ltd	Subsidiary	100%	
30	Askara Pty Ltd <sup>%</sup>	Subsidiary	-	
31	Charter Security Protective Services Pty Ltd	Subsidiary	100%	
32	Platform 4 Group Limited	Subsidiary	100%	
33	SIS Henderson Holdings Pte Ltd	Subsidiary	100%	
34	Henderson Security Services Pte Ltd	Subsidiary	100%	
35	Henderson Technologies Pte Ltd	Subsidiary	100%	
36	Triton Security Services Limited	Subsidiary	100%	
37	Safety Direct Solutions Pty Ltd	Subsidiary	100%	
38	Safety Direct Solutions Pty Ltd NZ	Subsidiary	100%	
39	State Medical Assistance Holdings Pty Ltd <sup>^</sup>	Subsidiary	100%	
40	Western Australia Patient Transport Pty Ltd <sup>^</sup>	Subsidiary	100%	
41	State Medical Assistance - Victoria Pty Ltd <sup>^</sup>	Subsidiary	100%	
42	State Medical Assistance Pty Ltd <sup>^</sup>	Subsidiary	100%	
43	Clinical Governance Specialists Pty Ltd <sup>^</sup>	Subsidiary	100%	
44	SIS Cash Services Limited (formerly known as SIS Cash Services Private Limited)	Joint Venture	49%	
45	SIS Prosegur Holdings Private Limited*	Joint Venture	49%	
46	SIS Prosegur Cash Logistics Private Limited <sup>#</sup>	Joint Venture	49%	
47	SIS-Prosegur Cash Services Private Limited <sup>@</sup>	Joint Venture	49%	
48	Habitat Security Pty Ltd	Joint Venture	49%	

<sup>^</sup>Acquired during the financial year 2025-26.

<sup>%</sup>Deregistered with effect from November 5, 2025.

\*100% held by SIS Cash Services Limited.

<sup>#</sup>100% held by SIS Prosegur Holdings Private Limited.

<sup>@</sup>100% held by SIS Cash Services Limited.

## VI. CSR Details

- 24** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes
- (ii) Turnover (in ₹) – ₹ 5,456.43 Crores
- (iii) Net worth (in ₹) – ₹ 1,079.83 Crores

## Business Responsibility & Sustainability Report (Contd.)

### VII. Transparency and Disclosures Compliances

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

Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	F.Y. 2025-26			F.Y. 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Not Applicable	-	-	-	-	-	-
Investors (Other than Shareholder)	<p><b>Yes</b></p> <p><b>Stakeholder Relationship Policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf</a>)</p> <p><b>Investor Grievance Redressal Policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Grievance-Redressal-Policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Grievance-Redressal-Policy.pdf</a>)</p> <p><b>Whistle Blower policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf</a>)</p>	0	0	No complaints received during the year	0	0	No complaints received during the year
Shareholders	<p><b>Yes</b></p> <p><b>Stakeholder Relationship Policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf</a>)</p> <p><b>Investor Grievance Redressal Policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Grievance-Redressal-Policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Grievance-Redressal-Policy.pdf</a>)</p> <p><b>Whistle Blower policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf</a>)</p>	3	0	All complaints were resolved during the financial year	0	0	No complaint received during the year
Employees and workers	<p><b>Yes</b></p> <p><b>Whistle Blower policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf</a>)</p>	3,005	37	The complaints pending as on March 31, 2026 will be subsequently resolved in the forthcoming year	614	133	The complaints pending as on March 31, 2025 were subsequently resolved



Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	F.Y. 2025-26			F.Y. 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	<p><b>Yes</b></p> <p><b>Stakeholder Relationship Policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf</a>)</p> <p><b>Whistle Blower policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf</a>)</p> <p>The Company has also initiated programmes such as Own Your Customer (OYC) Programme, Half Yearly Surveys and Customer Satisfaction (CSAT) programme. For more details on these programmes, please refer to Principle 9, Essential Indicator 1.</p>	0	0	No complaints received during the financial year	0	0	No complaints received during the year
Value Chain Partners	<p><b>Yes</b></p> <p><b>Stakeholder Relationship Policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Stakeholder-Relationship-Policy.pdf</a>)</p> <p><b>Whistle Blower policy:</b> (<a href="https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf">https://sisindia.com/wp-content/uploads/2025/08/Details-of-the-establishment-of-Vigil-Mechanism-or-Whistle-Blower-policy.pdf</a>)</p>	0	0	No complaints received during the financial year	0	0	No complaint received during the year

## Business Responsibility & Sustainability Report (Contd.)

### 26. Overview of the entity’s material responsible business conduct issues

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

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Our People	Opportunity	The Company’s employees and workers are central to its operations and long term success. Their skills, dedication, and expertise enable the organisation to drive innovation, enhance service quality, and consistently deliver a superior customer experience.	-	<b>Positive:</b> A committed and high performing workforce strengthens service delivery, enhances customer satisfaction, and supports stronger client relationships, contributing to sustainable revenue growth and long term financial resilience.
		Risk	Given the Company’s people intensive operating model, high attrition levels and competition for skilled talent may affect its ability to attract and retain qualified employees. The loss of experienced personnel can impact service quality, operational efficiency, and business continuity.	<ul style="list-style-type: none"> <li>• <b>Employee engagement and wellbeing:</b> The Company promotes employee wellbeing and engagement through health and wellness initiatives, learning and development programmes, and regular employee interaction activities that strengthen workplace culture and motivation.</li> <li>• <b>Succession planning:</b> The Company has established a structured succession planning framework to identify and develop high potential employees for critical roles, ensuring leadership continuity and organisational resilience.</li> <li>• <b>Talent acquisition and retention:</b> The Company adopts targeted recruitment strategies, employee referral programmes, and partnerships with recruitment agencies to attract, onboard, and retain skilled talent effectively.</li> </ul>	<b>Negative:</b> High attrition can increase recruitment, onboarding, and training costs, while creating temporary capability and leadership gaps. This may affect service quality, customer satisfaction, operational efficiency, and revenue generation.



Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Health and Safety	Risk	Operating in a labour-intensive environment, the health, safety, and wellbeing of employees are critical to maintaining operational continuity, workforce productivity, and service excellence. Any lapse in these areas can result in significant human, operational, financial, and reputational impacts.	<ul style="list-style-type: none"> <li>• <b>Occupational health and safety framework:</b> The Company maintains a comprehensive occupational health and safety framework aligned with applicable regulations and industry best practices to safeguard employee wellbeing and minimize workplace risks.</li> <li>• <b>Hazard identification and risk management:</b> Regular safety audits, inspections, and risk assessments are conducted to identify potential hazards, which are prioritized based on severity and addressed through appropriate preventive and corrective measures.</li> <li>• <b>Safety infrastructure and workforce preparedness:</b> The Company invests in safety infrastructure and strengthens workforce preparedness through regular emergency response drills, mental wellbeing initiatives, and ongoing health and safety training programmes.</li> <li>• <b>Incident reporting and corrective action:</b> Established reporting mechanisms enable employees to report incidents, near misses, and unsafe conditions, with all cases promptly investigated and addressed through corrective and preventive actions.</li> </ul>	<b>Negative:</b> Workplace incidents can adversely affect employee morale, wellbeing, and productivity, while increasing absenteeism, operational disruptions, and compliance related costs. They may also impact the Company's reputation, service quality, and long-term growth prospects.
3	Customer Engagement	Opportunity	Long term growth is closely linked to the Company's ability to deliver a consistently positive customer experience. High levels of customer satisfaction can strengthen loyalty, increase repeat business and referrals, enhance brand reputation, and support sustainable revenue growth.		<b>Positive:</b> Enhanced customer experience drives higher customer satisfaction, repeat business, and referrals. This strengthens the Company's reputation, improves customer retention, optimizes acquisition costs over time, and contributes to stable revenue growth and long term value creation.

## Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk / Opportunity	In-case of Risk, Approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Risk	<ul style="list-style-type: none"> <li>As a provider of critical investigation and security services, the Company is exposed to reputational, operational, and commercial risks if service expectations are not met or contractual commitments, including service level agreements (SLAs), are not fulfilled.</li> <li>The increasing integration of ESG considerations into client requirements heightens expectations around responsible business practices, transparency, compliance, and overall service performance.</li> </ul>	<ul style="list-style-type: none"> <li>The Company undertakes customer satisfaction assessments, customer ownership initiatives, and periodic feedback surveys to understand client expectations and drive continuous service improvements.</li> <li>Senior management maintains regular engagement with key clients to understand evolving requirements, address concerns proactively, and strengthen long term relationships.</li> <li>The Company evaluates relevant ESG factors and progressively integrates them into service delivery and business operations to align with stakeholder expectations and evolving client requirements.</li> </ul>	<p><b>Negative:</b> Insufficient customer engagement or failure to meet client expectations can lead to increased client attrition, higher acquisition and retention costs, and potential loss of market share. In addition, an inability to meet evolving ESG related requirements may limit access to business opportunities and affect long term growth prospects.</p>
4	Community Development	Opportunity	<ul style="list-style-type: none"> <li>The Company recognizes its responsibility towards the communities in which it operates and invests in initiatives focused on healthcare, skill development, and education. These efforts contribute to positive social outcomes, strengthen community relationships, and support long term socio-economic development.</li> </ul>	-	<p><b>Positive:</b> Community investment and engagement strengthen the Company's social licence to operate, build trust with local stakeholders, and enhance its reputation. Over time, this can support smoother operations, strengthen local partnerships, improve access to talent, and contribute to long term business resilience and growth.</p>
5	Employee Training and Career Development	Opportunity	<ul style="list-style-type: none"> <li>The Company views its employees as a key strategic asset and invests in their growth through structured skill development initiatives, advanced training centres, leadership development programmes, and digital learning platforms. These efforts enhance workforce capabilities, improve employee engagement, and support long term organisational growth and competitiveness.</li> </ul>	-	<p><b>Positive:</b> By enhancing the skills and capabilities of its workforce, the Company strengthens productivity, service quality, and responsiveness to customer needs. This can lead to higher customer satisfaction, improved operational performance, greater employee retention, and sustainable revenue growth.</p>
		Risk	<ul style="list-style-type: none"> <li>Deploying personnel to client sites without adequate training may affect service quality, operational effectiveness, and compliance with client requirements, potentially resulting in performance that falls short of the Company's standards and customer expectations.</li> </ul>	<p>The Company has institutionalized comprehensive onboarding, role specific training, and continuous learning programmes to equip employees with the skills, knowledge, and competencies required to meet operational requirements and consistently deliver high quality services.</p>	<p><b>Negative:</b> Insufficient or ineffective training can result in inconsistent service delivery, reduced operational efficiency, and lower customer satisfaction, potentially leading to client attrition, reputational impacts, and revenue loss.</p>



## 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		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>										
1	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://sisindia.com/policies-and-code-of-conduct/">https://sisindia.com/policies-and-code-of-conduct/</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
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.	Integrated Management System covering ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 22301:2019 Business Continuity Management Systems (BCMS) certification ISO/IEC 27001:2022 Information Security Management System (ISMS)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategic focus areas are: 1. A skilled and empowered workforce 2. An inclusive work environment 3. Giving back to society								
6	Performance of the entity against the specific commitments, goals and targets along- with reasons in case the same are not met.	In FY 2025-26, SIS placed a lot of importance on training and development, conducting 90,000+ training programmes. Community development was also emphasized through our CSR programmes across focus areas such as education and healthcare.								
<b>Governance, Leadership and Oversight</b>										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At SIS Limited, our sustainability approach is grounded in the conviction that long-term value is created through people. Guided by our core values of Trust, People Focus, and Service Spirit, we are committed to fostering an inclusive, resilient workforce and delivering meaningful outcomes for all stakeholders. During the reporting period, we advanced our ESG priorities by expanding inclusive hiring to provide meaningful employment opportunities, strengthening workforce capabilities through our in-house training institutes and leadership programmes to enhance long-term employability, and sustaining welfare initiatives that reinforce the health, safety, and wellbeing of every member of the SIS family. These efforts reflect our objective of building a future-ready workforce that drives sustainable, inclusive economic growth. As we progress, we remain steadfast in our commitment to responsible governance, continuous human capital development, and the creation of enduring social value.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Board of Directors E-mail Id: <a href="mailto:shareholders@sisindia.com">shareholders@sisindia.com</a> Telephone No. 011- 4646 4444								
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.	No. The Board of Directors maintains overall oversight of the Company's sustainability agenda and provides strategic direction to ensure that ESG considerations are aligned with business objectives, risk management practices, and stakeholder expectations. Sustainability and ESG-related topics are integrated into the Company's governance and decision-making processes and are reviewed by senior management as part of strategic and operational discussions.								

## Business Responsibility & Sustainability Report (Contd.)

### Principle wise policies:

S. No	Policy Name	Corresponding BRSR Principle
1.	Vigil Mechanism and Whistleblower Policy	Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
2.	Policy on Succession Planning	
3.	Policy on Conflict of Interest	
4.	Rights of Shareholders and Debenture holders	
5.	Policy for Dealing with Related Party Transactions	
6.	Code of Conduct for SIS Employee	
7.	Code of Conduct for Board of Directors and Senior Management Personnel	
8.	Code of Fair Disclosure	
9.	SIS Business Ethics Policy	
10.	Dividend Distribution Policy	
11.	Policy for Determining 'Material' Subsidiaries	
12.	SIS Business Ethics Policy	Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe
13.	Grievance Redressal Policy	Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
14.	SIS Business Ethics Policy	
15.	Code of Conduct for SIS Employee	Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders
16.	Stakeholder Relationship Policy	
17.	Code of Conduct for SIS Employee	
18.	Rights of Shareholders and Debenture holders	Principle 5: Businesses should respect and promote human rights
19.	SIS Business Ethics Policy	
20.	Prevention of Sexual Harassment (POSH) Policy	Principle 8: Businesses should promote inclusive growth and equitable development
21.	Corporate Social Responsibility Policy	
22.	Information, Data and Cybersecurity Policy <i>(Note: The Policy is due to be approved by the Board in the next meeting.)</i>	Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	N	N	Y	Y	The policies are reviewed annually, wherever applicable.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	A Compliance Certificate covering applicable laws is presented to the Board of Directors during every quarterly meeting. The Company ensures full adherence to all relevant legal requirements.									Quarterly.								
<b>11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.</b>	P1	P2	P3	P4	P5	P6	P7	P8	P9	No. The Company reviews its policies internally, as and when required, to ensure they remain relevant and effective. Its processes are also periodically evaluated through internal reviews and independent audits to ensure compliance.								



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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	We are currently formalising our policies which will be put forward for Board approval and finalized.	Our senior management participates in various forums to contribute to policy development in collaboration with relevant stakeholders.	-	-

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### ESSENTIAL INDICATOR

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	Business Updates, Strategy, Update on Risk Management Framework, Update on Cyber Security and Business Continuity Plan, Policies and Procedures, Governance and Key Regulatory developments.	90.91
Key Managerial Personnel	4		100
Employees other than BoD and KMPs	97,255	Our training programs are thoughtfully structured around key themes to build a capable, ethical, and resilient workforce. These include professional and skill development (e.g., soft skills, performance management, job-specific training), compliance and regulatory awareness (covering PoSH, ISO standards, ethics, and human rights, health, safety, and crisis preparedness (such as first aid, fire safety, disaster response), and people and workplace management (including communication, team leadership, conflict resolution, and stress management). This thematic approach ensures alignment with the NGRBC principles while fostering a culture of responsibility, inclusivity, and continuous growth.	100%
Workers			

## Business Responsibility & Sustainability Report (Contd.)

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format: (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

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

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

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

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

Yes.

The Company also maintains a zero-tolerance approach towards unethical business conduct, including bribery, corruption, and unfair competition. This commitment is reinforced through the [Business Ethics Policy](#), which applies across all companies and entities within the SIS Group and strictly prohibits all forms of bribery, including offering, accepting, or facilitating illicit payments, gifts, or kickbacks in dealings with government officials, business partners, customers, or any other stakeholders.

The key provisions under this policy include:

- Anti-Bribery & Corruption Measures
  - Employees and their relatives are prohibited from offering or accepting bribes in any form, including gifts, favours, or indirect benefits that may influence business decisions.
  - All transactions shall be carried out with transparency and integrity, without any undue influence or pursuit of personal gain.
- Fair Competition Compliance
  - The Company is committed to fair competition and prohibits any anti-competitive conduct, including collusion, price fixing, bid rigging, and market manipulation, in all its operations.
- Employee Accountability
  - Employees are required to sign a Declaration Form affirming that they will not seek or accept personal benefits arising from business transactions conducted in their official capacity.
  - Regular training and awareness programmes are conducted to strengthen adherence to ethical standards.



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

	F.Y. 2025-26	F.Y. 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	F.Y. 2025-26		FY 2024-2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

No complaints have been received in relation to issues of Conflict of Interest of the Directors and in relation to issues of Conflict of Interest of the KMPs during the reporting period.

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.

Not applicable, as there were no reported instances of corruption or conflict of interest during the reporting period.

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

	F.Y. 2025-26	F.Y. 2024-25
Number of days of accounts payables	216	248

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	F.Y. 2025-26	F.Y. 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	16.77%	16.94%
	b. Sales (Sales to related parties / Total Sales)	1.44%	1.07%
	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)	86.17%	96.56%

## Business Responsibility & Sustainability Report (Contd.)

### LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
		None

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 established a Conflict-of-Interest Policy applicable to all employees, Board members, and external stakeholders, including suppliers, vendors, consultants, and third-party partners engaged in business with the Company or its subsidiaries. The policy outlines procedures for identifying, eliminating, and managing conflicts of interest arising from business activities, requiring stakeholders to promptly report any such instances during empanelment and throughout ongoing engagements. It also provides a non-exhaustive list of scenarios that may give rise to conflicts of interest. The policy is reviewed annually by the Stakeholder Relationship Committee.

### 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.

	F.Y. 2025-26	F.Y. 2024-25	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	Nil	Nil	Not Applicable

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) - Not Applicable

No. The Company does not have procedures in place for sustainable sourcing.

- b. If yes, what percentage of inputs were sourced sustainably? - Not Applicable

Not applicable

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.

Not Applicable

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.

Not Applicable



**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					

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	
	F.Y. 2025-26	F.Y. 2024-25
Not Applicable		

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:

Particular	F.Y. 2025-26			F.Y. 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	This disclosure is not applicable to the Company, given the nature of its business operations, which are primarily focused on providing security services.					
E-waste						
Hazardous waste						
Other waste						

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
This disclosure is not applicable to the Company, given the nature of its business operations, which are primarily focused on providing security services.	

## Business Responsibility & Sustainability Report (Contd.)

### 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	22,876	22,876	100%	22,876	100%	-	-	-	-	-	-
Female	1,203	1,203	100%	1,203	100%	1,203	100%	-	-	-	-
<b>Total</b>	<b>24,079</b>	<b>24,079</b>	<b>100%</b>	<b>1,203</b>	<b>100%</b>	<b>24,079</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	1,65,478	1,65,478	100%	1,65,478	100%	-	-	-	-	-	-
Female	16,066	16,066	100%	16,066	100%	16,066	100%	-	-	-	-
Others	21	21	100%	21	100%	-	-	-	-	-	-
<b>Total</b>	<b>1,81,565</b>	<b>1,81,565</b>	<b>100%</b>	<b>1,81,565</b>	<b>100%</b>	<b>16,066</b>	<b>100%</b>	-	-	-	-
<b>Other than Permanent Workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

	F.Y. 2025-26	F.Y. 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.40%	0.28%

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

Benefits	F.Y. 2025-26			F.Y. 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 (EPFO)	100%	100%	Yes (EPFO)
Gratuity*	100%	100%	Yes (LIC)	100%	100%	Yes (LIC)
ESI	100%	100%	Yes (ESI)	100%	100%	Yes (ESI)
Others – Mediclaim	100%	100%	Yes	100%	100%	Yes

\*Gratuity plan is partly funded plan, and the Company makes contributions to a fund as and when required.



**3. Accessibility of workplaces**

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

Yes. SIS Limited currently operates from third-party office spaces. Recognising the importance of inclusivity, the Company is committed to enhancing accessibility by incorporating measures to ensure future workspaces are inclusive of differently abled employees and workers.

**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.**

No. SIS upholds ethical business practices through its [Business Ethics Policy](#), which emphasizes fair employment opportunities and strictly prohibits all forms of discrimination. Employment decisions are made solely based on merit and organisational needs. The Company ensures equal opportunities for professional growth, with career advancement determined exclusively by an employee's performance, skills, and potential.

**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			Not applicable	
Female	80%	100%	100%	80%
<b>Total</b>	<b>80%</b>	<b>100%</b>	<b>100%</b>	<b>80%</b>

*\*Company provides various opportunities to its workers returning from their maternity leaves. Also, for the purpose of the above calculations, Company has also factored in extended leaves taken by workers while framing these opportunities.*

**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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company promotes a safe and supportive work environment through multiple grievance channels at branch level. Workers can raise concerns with managers, business leaders, or HR. In addition, the GMD-Se-Bolo voice-bot under ERC 3.0 enables workers to report grievances through an automated system for quicker resolution.
Other than Permanent Workers	-
Permanent Employees	Yes. The Company promotes a safe and supportive work environment through multiple grievance channels at branch level. Workers can raise concerns with managers, business leaders, or HR. In addition, the GMD-Se-Bolo voice-bot under ERC 3.0 enables workers to report grievances through an automated system for quicker resolution.
Other than Permanent Employees	-

## Business Responsibility & Sustainability Report (Contd.)

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

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

Employees and workers are not part of any representative union or association.

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

Category	F.Y. 2025-26					F.Y. 2024-25				
	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)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	22,876	52,218	228%	34,438	151%	26,032	26,032	100%	26,032	100%
Female	1,203	1,499	125%	724	60%	1,325	1,325	100%	1,325	100%
Others	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>24,079</b>	<b>53,717</b>	<b>223%</b>	<b>35,162</b>	<b>146%</b>	<b>27,357</b>	<b>27,357</b>	<b>100%</b>	<b>27,357</b>	<b>100%</b>
<b>Workers</b>										
Male	1,65,478	3,38,921	205%	2,62,530	159%	1,51,826	1,51,826	100%	1,51,826	100%
Female	16,066	42,378	264%	37,596	234%	13,622	13,622	100%	13,622	100%
Others	21	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1,81,565</b>	<b>4,35,016</b>	<b>240%</b>	<b>3,35,288</b>	<b>185%</b>	<b>1,65,448</b>	<b>1,65,448</b>	<b>100%</b>	<b>1,65,448</b>	<b>100%</b>

Note: The number of people trained is higher than the total headcount. This is due to the fact that training numbers include those who have undergone multiple training courses and those who may have left the organisation during the financial year.

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

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	22,876	22,876	100%	26,032	26,032	100%
Female	1,203	1,203	100%	1,325	1,325	100%
<b>Total</b>	<b>24,079</b>	<b>24,079</b>	<b>100%</b>	<b>27,357</b>	<b>27,357</b>	<b>100%</b>
<b>Workers</b>						
Male	1,65,478	1,65,478	100%	1,51,826	1,51,826	100%
Female	16,066	16,066	100%	13,622	13,622	100%
Others	21	21	100%	-	-	-
<b>Total</b>	<b>1,81,565</b>	<b>1,81,565</b>	<b>100%</b>	<b>1,65,448</b>	<b>1,65,448</b>	<b>100%</b>

Note: Performance and career development reviews are conducted periodically for workers on the job and therefore, all workers undergo career development reviews.



## 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?*

SIS Limited upholds its commitment to a safe and compliant workplace through a robust Environment, Health, and Safety (EHS) Management System. Aligned with ISO 45001:2018 and embedded within the Integrated Management System (IMS), the framework is applied across all business functions. Targeted awareness and training programmes have been delivered across regional and branch offices, as well as client locations, to enable effective adoption.

Our EHS framework is built on documented procedures and controls that facilitate systematic hazard identification, risk mitigation, legal compliance, and stakeholder engagement. Key procedures include:

- Legal & Other Requirements
- Hazardous Management
- EHS Operational Control
- Consultation and Participation
- Work Permit System
- Emergency Preparedness & Response
- Health Check-up
- Incident Management
- Internal & External Communication

#### **Supporting tools and documentation include:**

- Legal Register and Compliance Evaluation Records
- Health Matrix, Mandatory PPE Lists, and First Aider Lists
- Work Permits (General, Hot Work, Electrical, Height/Cold Work)
- Incident & Near Miss Reporting Tools
- Emergency Preparedness Team Lists and Safety Committee MOMs
- Mock Drill Plans & Reports, Chemical Consumption Logs
- Hazardous Waste Monitoring and Visitor Activity HIRA
- Energy and Resource Consumption Logs (Water, Electricity, Diesel, Paper)
- OSHA Committee Meetings and Employee Suggestion Box

SIS promotes a safety-first culture and ensures full compliance with all applicable workplace safety laws and regulations. A secure and supportive work environment is considered essential for enabling employees to perform effectively and contribute to the Company's success.

#### **All employees are expected to uphold this commitment by:**

- Adhering to relevant laws, regulations, and Company policies
- Participating in mandatory safety training for relevant tasks
- Using appropriate personal protective equipment (PPE)
- Promptly reporting unsafe or hazardous conditions
- Refraining from duty under the influence of alcohol, drugs, or other substances

Through this integrated and preventive approach, SIS reinforces its commitment to ensuring a safe and healthy workplace for all.

## Business Responsibility & Sustainability Report (Contd.)

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

At SIS Limited, hazard identification and risk assessment form a core part of our safety management framework and are conducted on a regular basis to maintain a proactive approach to workplace safety. The Operations team leads the continuous identification and monitoring of work-related hazards at client locations, while the HR team supports these efforts by integrating safety practices with broader employee well-being initiatives. A structured HIRA (Hazard Identification and Risk Assessment) framework is implemented across all operational activities, covering both routine and non-routine tasks such as AC maintenance, electrical panels, UPS operations, loading and unloading, hazardous waste handling, housekeeping, canteen operations, visitor movement, and chemical usage.

Each activity undergoes risk assessment using pre-approved checklists and is mapped under our control plans such as:

- Ladder, Electrical Panel, Vacuum Cleaner, Housekeeping
- Waste Management (E-waste, Battery waste, Hazardous waste)
- Work Permit System and PPE Usage Protocols

Assessments are periodically reviewed, and controls are refined based on mock drills, incident and near-miss reports, and audit findings. Implementation and compliance are monitored by a dedicated EHS team.

The Company collaborates with key internal and external stakeholders to evaluate operations, identify safety-related gaps, and recommend control measures. These efforts result in structured action plans with defined responsibilities, timelines, and execution strategies to mitigate risks and enhance workplace safety.

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

Yes. SIS has established a multi-level hazard reporting system that empowers workers to immediately report unsafe conditions and disengage from high-risk environments. Workers can report hazards through:

- Direct supervisors, safety officers, and site managers
- Branch and Regional Heads
- Suggestion Box (monitored weekly)
- Formal Incident/Near Miss Report formats

This is reinforced by regular training and internal communication records that educate staff on their rights and safety protocols.

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

SIS reflects its “People Focus” value through preventive, curative, post-employment, and family-focused employee support. Employees and their families have access to healthcare services through the Practo Corporate Wellness Program. Group Medclaim is available to non-billing staff, with post-retirement continuation at company-negotiated rates and eligible frontline workers are covered under the ESIC scheme. SIS always believes in providing the best opportunities and platforms to its employees and their family for their growth. Thus, targeted health initiatives including fitness screenings for commercial drivers have been run in the past.



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

Safety Incident/Number	Category*	F.Y. 2025-26	F.Y. 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)^	Employees	0.059	Nil
	Workers	0.024	0.03
Total recordable work-related injuries	Employees	2	Nil
	Workers	9	12
No. of fatalities	Employees	2	Nil
	Workers	2	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\*Including the contract workforce

^LTIFR has been calculated based on the number of incidents as per the SEBI guidance note.

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

To maintain a safe and compliant work environment, SIS implements:

- Regular risk assessments using HIRA and operational checklists
- Fire safety measures including extinguishers, mock drills, evacuation plans
- Preventive maintenance of key equipment (UPS, A/C, Electrical Panels)
- First-aid readiness, CCTV monitoring, safety committee monitoring
- Training in emergency response, PPE use, chemical handling, etc.
- Safety Committee and Emergency Response Team across locations
- Annual safety training for employees and vendors.

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

	F.Y. 2025-26			F.Y. 2024-25		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Internal and external audits of our Corporate Office are conducted as a part of our ISO 45001 certification requirements. We have also developed a checklist to conduct internal assessments of our branch offices.
Working Conditions	

**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.**

Nil.

## Business Responsibility & Sustainability Report (Contd.)

### LEADERSHIP INDICATORS

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

Yes, SIS extends insurance package in the event of death to both employees as well as workers.

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

Nil.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y. 2025-26	F.Y. 2024-25	F.Y. 2025-26	F.Y. 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	4	Nil	Nil

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

Yes.

Post superannuation, the Company provides continued engagement opportunities to support employees in transitioning smoothly into the next phase of their journey. These opportunities are tailored based on individual needs, interests, competencies, and medical and physical fitness. Some measures include:

- Continued medical insurance coverage for employee & their family members post superannuation.
- Opportunities for re-engagement based on individual skills and organisational needs, including roles with reduced working hours or alternative responsibilities such as consultancy assignments.
- Assignment to roles aligned with prior experience and physical capability, including stationary or site-based positions where mobility requirements are lower.

This helps to provide engagement to those who need it based on their skill & competency while keeping them and their families financially secure.

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	Not Applicable*
Working Conditions	

\*SIS obtains annual confirmations of ESG compliance from some of its value chain partners.

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

Not Applicable



## 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.

At SIS, effective stakeholder engagement is recognized as a key enabler of trust, meaningful partnerships, and long-term value creation. To support a structured and strategic approach, the Company has established a [Stakeholder Relationship Policy](#) that provides a framework for identifying, engaging with, and managing stakeholder relationships. The policy guides the engagement process across four key components: stakeholder identification, consultation, communication, and reporting. The frequency and mode of engagement are determined based on the stakeholder group and the nature of the relationship. In addition, respective departments engage with their specific stakeholder groups on a regular and need-based basis.

For optimal resource allocation and meaningful engagement, SIS evaluates and prioritizes stakeholders based on the following criteria:

- Their specific interests in the Company's activities
- Their level of influence over business outcomes
- Their willingness to engage with the Company
- Their expectations from the engagement
- The potential value derived from the relationship, both for the stakeholder and the Company

Key stakeholder groups identified by SIS include:

- Customers
- Employees
- Communities
- Suppliers
- Shareholders
- Investors
- Lenders
- Business partners
- Government agencies
- Media
- NGOs

Understanding and addressing the expectations of these stakeholders is a critical component of our ESG and sustainability strategy. As SIS continues to expand its impact, proactive and inclusive stakeholder engagement will remain central to our decision-making and long-term growth.

## Business Responsibility & Sustainability Report (Contd.)

### 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 & 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
Government and regulatory authorities	No	Emails, one-on-one meetings, conference calls, video conferencing, official website	As required (need-based)	Engagements are conducted to ensure compliance with applicable regulations, maintain transparency, and address statutory matters.
NGOs and local community	Yes	Field visits and community meetings, emails and official social media handles	As required (need-based)	Engagements aim to promote inclusive growth and equitable development through CSR initiatives. Discussions typically focus on social welfare, community well-being, and the effective implementation and monitoring of CSR activities.
Employees	No	Direct, email, town halls, team meetings, intranet portal, official social media handles, annual performance reviews	Ongoing and need based	Engagements are aimed at keeping employees informed about organizational initiatives, policies, learning and development opportunities, performance reviews, career growth, company SOPs, and key milestones.
Customers	No	Emails, official social media handles, branch assistance, website, advertisements, newspaper and other digital platforms, customer helplines and toll-free numbers, customer satisfaction surveys, scheduled meetings with various levels of management	As required (need-based)	Engagements focus on providing end-to-end customer service, addressing queries and grievances, and improving satisfaction through regular feedback and interaction across all customer touchpoints.
Suppliers	No	Physical and digital including in-person meetings, emails, performance discussions, trainings, company policy/ process communication, periodical meets / conferences, etc.	As required (need-based)	Interactions are focused on resolving queries, assessing performance, sharing policies, and conducting recognition and engagement programs to strengthen supplier relationships.
Institutional Investors	No	Website, meetings, emails, Annual Reports, Investor presentations, Stock exchanges, newspaper, etc.	Ongoing and need based	Engagements aim to share timely and relevant information and gain insights into investor perspectives on company performance, strategy, governance, and long-term value creation.
Shareholders	No	Website, meetings, emails, Annual Reports, Investor presentations, Stock exchanges, newspaper, etc.	Ongoing and need based	Communication focuses on business and operational performance, shareholder meetings, gaining insights and seeking feedback from shareholders, election of board members, and other governance-related matters.
Media	No	Newspaper, advertisement, email, annual reports, website, transcripts, conferences and other meetings	As required (need-based)	Engagements aim to ensure accurate and timely dissemination of company developments and public announcements, thereby maintaining transparency and reputation.



## 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.

SIS recognizes that meaningful stakeholder engagement is integral to its business operations. The Company is committed to maintaining consistent and effective communication with its key stakeholders to enhance transparency around performance and strategic priorities. This approach enables SIS to better understand stakeholder expectations, proactively manage risks, and address potential concerns in a timely manner.

The stakeholder engagement process encompasses activities such as stakeholder identification, consultation, communication, and reporting. The approach and frequency of engagement are tailored to each stakeholder group based on the nature of the relationship. In addition, respective departments engage with their specific stakeholder groups on a regular and need-based basis. SIS has also drafted a [Stakeholder Relationship Policy](#).

The Board deliberates on all CSR-related matters. CSR performance is regularly communicated to the Board on a periodic basis post which all progress is monitored.

The Stakeholders' Relationship Committee plays a key role in safeguarding the interests of security holders and investors. It addresses grievances such as non-receipt of share certificates, delays or refusals in share and debenture transfers or transmissions, and issues with dividend payments and annual reports, while also overseeing dematerialisation and rematerialisation of shares, issuance of duplicate or consolidated certificates, and compliance with relevant securities regulations.

The Committee further oversees the performance of registrars and transfer agents, with a focus on enhancing investor services. It is responsible for developing and overseeing a structured framework for investor communication and engagement, ensuring that stakeholders' concerns are identified, prioritized, and addressed in a timely and transparent manner. The framework is subject to periodic review to ensure its continued effectiveness.

### 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.

At SIS, we believe that ongoing engagement with stakeholders is key to aligning expectations and enhancing our ability to serve them effectively. Regular interactions enable the Company to stay informed about evolving Environmental, Social, and Governance (ESG) priorities, assess their potential impact, and align them with SIS's long-term aspirations.

To support our internal stakeholders, particularly employees, SIS has established several initiatives aimed at promoting well-being and development. Through the SEWA Trust, the Company offers financial assistance to employees during times of personal or family crisis, reinforcing our commitment to employee welfare.

In addition, SIS has partnered with the Indian Public School, a premier residential school in Dehradun, to offer scholarships to meritorious children of SIS employees, providing them with access to quality education and supporting the aspirations of their families.

Employee feedback plays a critical role in our continuous improvement process. Insights gathered from employee engagement surveys are used to design targeted training and development programs that facilitate skill enhancement and career growth across the organization.

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

SIS is committed to supporting its vulnerable frontline and non-billable workforce, whose livelihoods impact millions of families. To strengthen this support, SIS has partnered with Entitled to provide short-term employee loans and, through SEWA Trust, offers death support benefits of ₹1.5 lakhs, ₹2.5 lakhs, and ₹3.5 lakhs based on employee tenure. SIS also follows clear sustainable development guidelines to assess the social and environmental impact of its operations. Through its CSR programs, the Company supports underprivileged, disadvantaged, differently-abled, and marginalized communities through structured initiatives with defined implementation and monitoring mechanisms.

## Business Responsibility & Sustainability Report (Contd.)

### PRINCIPLE 5: Businesses should respect and promote human rights.

#### ESSENTIAL INDICATORS

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

Category	F.Y. 2025-26			F.Y. 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	24,079	24,079	100%	27,235	27,235	100%
Other than permanent	-	-	-	122	122	100%
<b>Total</b>	<b>24,079</b>	<b>24,079</b>	<b>100%</b>	<b>27,357</b>	<b>27,357</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1,81,565	1,81,565	100%	1,65,448	1,65,448	100%
Other than permanent	-	-	-	-	-	0%
<b>Total</b>	<b>1,81,565</b>	<b>1,81,565</b>	<b>100%</b>	<b>1,65,448</b>	<b>1,65,448</b>	<b>100%</b>

**Note:** 100% of active employees are expected to undergo training on human rights aspects. This includes HR Policies of SIS and PoSH training.

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

Category	F.Y. 2025-26					F.Y. 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)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	24,079	-	0%	24,079	100%	27,235	-	0%	27,235	100%
Male	22,876	-	0%	22,876	100%	25,917	-	0%	25,917	100%
Female	1,203	-	0%	1,203	100%	1,318	-	0%	1,318	100%
Others	-	-	0%	-	-	-	-	-	-	-
Other than permanent	-	-	0%	-	-	122	-	0%	122	100%
Male	-	-	0%	-	-	115	-	0%	115	100%
Female	-	-	0%	-	-	7	-	0%	7	100%
<b>Workers</b>										
Permanent	1,81,565	1,81,565	100%	-	0%	1,65,448	1,65,448	100%	-	0%
Male	1,65,478	1,65,478	100%	-	0%	1,51,826	1,51,826	100%	-	0%
Female	16,066	16,066	100%	-	0%	13,622	13,622	100%	-	0%
Others	21	21	100%	-	0%	-	-	0%	-	0%
Other than permanent	-	-	0%	-	0%	-	-	0%	-	0%
Male	-	-	0%	-	0%	-	-	0%	-	0%
Female	-	-	0%	-	0%	-	-	0%	-	0%



**3. Details of remuneration/salary/wages**

**a. Median remuneration / wages:**

	Male		Female	
	Number <sup>^</sup>	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	7	39,46,850	3	5,00,000
Key Managerial Personnel	3	1,43,51,009	1	79,18,006
Employees other than BoD and KMP	22,873	2,31,022	1,202	2,01,334
Workers	1,65,478	1,90,827	16,066	1,60,900

\*Includes Independent Directors.

<sup>^</sup>The total headcount excludes 'Others'.

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

	F.Y. 2025-26	F.Y. 2024-25
Gross wages paid to females as % of total wages	7.16%	6.68%

**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. SIS has continued to strengthen its multi-layered Grievance Redressal framework through the Employee Relationship Cell (ERC), which continues to serve as the central platform for addressing human rights and workplace-related concerns. The mechanism ensures that employee issues are systematically captured, acknowledged, and resolved in a timely and transparent manner.

This framework is supported by the POSH Committee, HR team, and Safety Committee members, who work in coordination to promote awareness of human rights, enable a fair and inclusive workplace, address grievances, and uphold ethical labour practices across operations.

The Company has further enhanced its approach through proactive feedback mechanisms, including periodic employee surveys, enabling continuous improvement based on employee inputs. Additionally, digital solutions such as ERC 3.0: "GMD-Se-Bolo", a voice-enabled platform, continue to provide employees with direct access to senior leadership, ensuring swift escalation and resolution of concerns.

Together, these measures reinforce a responsive, accessible, and effective grievance redressal system, aligned with the Company's commitment to employee wellbeing and responsible workplace practices.

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

SIS continues to uphold a strict zero tolerance approach towards all forms of child labour, forced labour, modern slavery, and any form of abuse, including physical, sexual, psychological, or verbal. The Company remains committed to safeguarding human rights and ensuring a safe, respectful, and inclusive workplace across all its operations.

In line with this commitment, SIS has reinforced its Policy on Prevention, Prohibition, and Redressal of Sexual Harassment at the Workplace, aligned with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy clearly defines procedures for reporting, investigation, and resolution of complaints, ensuring a secure and equitable environment for all employees.

To strengthen transparency and accountability, SIS continues to provide multiple accessible channels for employees, customers, suppliers, and other stakeholders to report concerns or suspected violations of Company policies, the Code of Conduct, or applicable laws. All reported matters are reviewed through structured processes, with appropriate corrective actions undertaken where required.

During the reporting period, no incidents related to child labour, forced labour, or involuntary labour were reported, reaffirming the Company's ongoing commitment to ethical business practices and regulatory compliance.

## Business Responsibility & Sustainability Report (Contd.)

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

	F.Y. 2025-26			F.Y. 2024-25		
	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	12	2	In addition to the 12 complaints, 1 complaint that was pending from the previous financial year was resolved during the year. Additionally, 1 complaint was withdrawn by the complainant. The pending complaints are under investigation and are being addressed in accordance with the timelines prescribed under the applicable law.	11	1	
Discrimination at workplace	356	10	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour / Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	2,641	35	-	603	132	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

	F.Y. 2025-26	F.Y. 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	12	11
Complaints on POSH as a % of female employees / workers	0.07%	0.07%
Complaints on POSH upheld	6	6

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

SIS remains committed to maintaining a safe, respectful, and inclusive workplace for all employees. The Company continues to follow a strict zero-tolerance approach to retaliation against individuals who raise concerns in good faith, including concerns related to misconduct, harassment, or violations of Company policies.

To support a workplace free from discrimination and sexual harassment, SIS continues to strengthen the effectiveness of its Internal Complaints Committee (ICC), constituted in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC is responsible for the timely investigation of complaints and for recommending appropriate action based on its findings, thereby supporting fairness and accountability in the process.

SIS has also reinforced its branch-level grievance redressal mechanisms to enable seamless registration and resolution of employee concerns across locations. Workers can raise concerns with managers, business leaders, or HR. In addition, the GMD-Se-Bolo voice-bot under ERC 3.0 provides an automated channel for reporting grievances and enabling quicker resolution.

The Company remains committed to maintaining strict confidentiality of all complaints and to safeguarding the identity and dignity of individuals who come forward. To further improve accessibility, SIS also encourages employees to escalate concerns directly to senior management where required, particularly when they are not comfortable using standard channels or where resolution is pending. This structured and multi-tiered approach helps ensure that employees have safe, transparent, and accessible avenues to raise concerns without fear of retaliation.



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

No

10. Assessments for the year:

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

\*The Company is in compliance with the laws, as applicable

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

Not Applicable

**LEADERSHIP INDICATORS**

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

Not Applicable.

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

Not Applicable

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

Yes.

SIS Limited currently operates from office spaces managed by third parties. The Company recognizes the importance of an inclusive workplace and, as part of its ongoing commitment to accessibility, aims to implement measures that ensure future workspaces are fully compliant and accommodating for differently abled employees and workers.

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	Not Applicable
Forced Labour/Involuntary Labour	
Wages	

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

Not applicable

## Business Responsibility & Sustainability Report (Contd.)

### 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	F.Y. 2025-26	F.Y. 2024-25
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>-</b>	<b>-</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	17,028.09 GJ	13,405.12 GJ
Total fuel consumption (E)	42,139.66	48,752.54 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non renewable sources (D+E+F)</b>	<b>-</b>	<b>-</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>59,167.75 GJ</b>	<b>62,157.66 GJ</b>
<b>Energy intensity per rupee of turnover (GJ/INR in Crores)</b>	10.64	12.61
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ / INR in Crore PPP)<sup>#</sup></b>	220.5	260.43 <sup>#</sup>
<b>Energy intensity in terms of physical output (GJ/total full-time employees*)</b>	0.29*	0.32*

\*Energy intensity in terms of physical output has been calculated based on employees and workers as on 31<sup>st</sup> March 2026.

<sup>#</sup>The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund for India which is 20.34. For FY 24-25, PPP conversion factor published for the year 2025 by IMF was considered which was 20.66.

**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.

Not Applicable.

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

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water <sup>^</sup>	2,84,974.97	3,22,326.22
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,84,974.97</b>	<b>3,22,326.22</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,58,319.425</b>	<b>1,79,070.13</b>



Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water intensity per rupee of turnover</b> (kilolitres / INR in crores)	29.01	36.31
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (kilolitres / INR Crore PPP) <sup>#</sup>	590.17	750.27
<b>Water intensity in terms of physical output</b> (kilolitres / total permanent employees) *	6.58	6.58

<sup>^</sup>Water withdrawal recorded under the third party is estimated using the latest SEBI circular and Central Ground Water Authority (CGWA) guidance which specifies estimated consumptions to be 45 Litres per head per working day for offices and based on the number of employees as on 31 March 2026. Based on the Central Ground Water Authority (CGWA) 2016 document, "Estimation of water requirement for drinking and domestic use" - water consumption of offices for domestic usage is 25 and flushing usage is 20 liters per head per day. Hence the total water consumption has been calculated by multiplying the number of employees by the stipulated 25 litres per head per working day.

\*Water intensity in terms of physical output has been calculated based on total permanent employees as on 31<sup>st</sup> March 2026.

<sup>#</sup>The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund for India which is 20.34. For FY 24-25, PPP conversion factor published for the year 2025 by IMF was considered which was 20.66.

**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	F.Y. 2025-26	F.Y. 2024-25
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	1,26,655.54	1,43,256.1
With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>1,26,655.54</b>	<b>1,43,256.1</b>

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

No.

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

Not Applicable

## Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Please specify the unit	F.Y. 2025-26	F.Y. 2024-25
NOx			
SOx			
Particulate matter (PM)	Based on our evaluation, vehicular air emissions are not significant.		
Persistent organic pollutants (POP)	Nevertheless, SIS remains fully committed to complying with all applicable laws and regulations governing vehicular emission testing.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

**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.

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

Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MTCO <sub>2</sub> e	3,602	3,923.46
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MTCO <sub>2</sub> e	2,643	2,707.1
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO <sub>2</sub> e / INR in crores	1.14	1.34
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)	MTCO <sub>2</sub> e / INR in crore PPP	23.28	27.78
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO <sub>2</sub> e / total number of full-time employees*	0.03	0.03

\*Emissions intensity in terms of physical output has been calculated based on employees and workers as on 31<sup>st</sup> March 2026.

#The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund for India which is 20.34. For FY 24-25, PPP conversion factor published for the year 2025 by IMF was considered which was 20.66.

**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 entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

**The Company is implementing several measures to reduce its environmental impact:**

**Fleet Modernization:** The Company is upgrading its vehicle inventory to meet the most current Bharat Stage VI (BSVI) emissions requirements, with many older vehicles being retrofitted. In certain regions, the organization has begun deploying compressed natural gas (CNG)-powered vehicles for standard operational needs, which helps decrease the transportation-related emissions from its daily activities. Additionally, the organization is incorporating electric commercial vehicles (ECVs) to improve overall fuel economy. To ensure effective fleet performance, individual commercial vehicles are assigned tailored fuel efficiency targets (measured in kilometres per litre) based on their operating years, mechanical condition, and regional operating environment.

**Workplace Energy Efficiency:** The organization is systematically replacing traditional lighting systems with LED technology across its facilities and is procuring energy-efficient appliances, including high-efficiency air conditioning units and computers, as part of its broader sustainability strategy.

**Emissions Tracking:** During 2024, the Company started collecting and compiling comprehensive emissions data across all three categories: Scope 1, Scope 2, and Scope 3 emissions which has been reported in accordance with Principle



**Digital Transformation:** Across all operational sites, digital technologies are streamlining workflows by reducing paper consumption, enhancing the precision of reporting mechanisms, and accelerating organizational decision-making. Applications ranging from workforce attendance systems and site inspection checklists to incident management and real-time performance analytics are creating greater operational visibility while minimizing resource usage.

**Workforce Engagement and Training:** Employee education is fundamental to fostering a sustainable operational culture. By educating frontline staff about energy conservation, waste reduction, occupational safety, and prudent resource stewardship, SIS Group embeds sustainability principles into daily work practices rather than treating it as a remote corporate objective.

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

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B) <sup>%</sup>	-	1.12
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated - paper waste and uniforms (H)	5.97	29.252
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>5.97</b>	<b>30.372</b>
<b>Waste intensity per rupee of turnover (MT / INR in crores)</b>	0.001	0.006
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (MT / INR in Crore PPP) <sup>#</sup>	0.022	0.127
<b>Waste intensity in terms of physical output (MT / total full-time employees)*</b>	0.000029	0.0002
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	1.12
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>1.12</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	5.97	29.252 <sup>^</sup>
<b>Total</b>	<b>5.97</b>	<b>29.252</b>

\*Waste intensity in terms of physical output has been calculated based on employees and workers as on 31<sup>st</sup> March 2026.

<sup>#</sup>The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2026 by International Monetary Fund for India which is 20.34. For FY 24-25, PPP conversion factor published for the year 2025 by IMF was considered which was 20.66.

<sup>^</sup>SIS has agreements with third party vendors for waste management.

\*As part of its preparedness for evolving sustainability reporting and assurance requirements, SIS Limited is exploring opportunities to strengthen its e-waste data management and traceability processes.

**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.

SIS Limited, being a security services company, does not manufacture physical products and therefore does not use any hazardous or toxic chemicals in any of its processes. As a good practice, we follow waste segregation methods at our offices based on directions of local municipal corporations.

## Business Responsibility & Sustainability Report (Contd.)

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:

Sr. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval clearance are being complied with? (Y/N If no, the reasons thereof and corrective action taken, if any.
		Not applicable	
(Our offices are situated at common business locations. We do not have offices around the specified sensitive areas hence such type of clearances is not required)			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					
(We are not required to undertake any impact assessment of projects since we do not engage in projects to which these regulations apply)					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is fully compliant with the applicable environmental law / regulations / guidelines in the places where we operate, to the extent to which they apply to the Company.				

### 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:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

The following locations fall under areas of water stress:

Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	1,57,500.18	-
<b>Total volume of water withdrawal (in kilolitres)</b>	1,57,500.18	-
<b>Total volume of water consumption (in kilolitres)</b>	87,500.1	-
<b>Water intensity per rupee of turnover (kilolitres / INR in crores)</b>	16.04	-
<b>Water intensity (kilolitres / total permanent employees) *</b>	6.58	-



Parameter	F.Y. 2025-26	F.Y. 2024-25
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- 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	70,000.08	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>70,000.08</b>	<b>-</b>

\*Water intensity in terms of physical output has been calculated based on total permanent employees as on 31<sup>st</sup> March 2026.

<b>Branches located in water-stressed areas</b>	
Visakhapatnam	Punjab Regional Office
Hyderabad City	Ludhiana
Hyderabad Aero City	Zirakpur
Puducherry	Dhanbad
Vellore	Kolkata Sector V
Salem	Kolkata Tollygunge
Hosur	Kolkata Park Street
Cuddalore	Howrah
Coimbatore	Kalyani
Chennai MM Nagar	Guwahati
Chennai OMR	Patna Saguna More
Tamil Nadu & Kerala Regional Office	Patna Exhibition Road
Kozhikode	Muzaffarpur
Bengaluru Indira Nagar	Rajgir
Bengaluru East Whitefield	Varanasi
Bengaluru Jayanagar	Noida
Bengaluru Yeshwantpur	Meerut
Bengaluru Yelahanka	Lucknow Mahanagar
Corporate Office Extension Bengaluru	Lucknow Chinhat
Hoskote	Kanpur Harshnagar
Gujarat Regional Office	Bareilly
Bengaluru Electronic City	Agra
RTA Neemuch	Ghaziabad
Pithampur	Greater Noida
Jabalpur	Prayagraj
Indore	Udaipur

## Business Responsibility & Sustainability Report (Contd.)

Branches located in water-stressed areas	
Gwalior	Neemrana
Bhopal	Jodhpur
Raipur	Jaipur Malviya Nagar
Varanasi	Jaipur Vaishali Nagar
Noida	Delhi Regional Office
Meerut	Delhi Karol Bagh
Lucknow Mahanagar	Delhi Karkardooma
Lucknow Chinhat	Delhi Expressway
Kanpur Harshnagar	Corporate Office
Bareilly	Manesar
Agra	Karnal
Ghaziabad	Haryana Regional Office
Neemrana	Gurugram Sona Road
Jodhpur	Gurugram Sector 10
Jaipur Malviya Nagar	Faridabad
Jaipur Vaishali Nagar	Rewari
Delhi Regional Office	Punjab Regional Office
Delhi Karkardooma	Ludhiana
Corporate Office	Jalandhar
Manesar	Zirakpur
Karnal	

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

Parameter	Unit	F.Y. 2025-26	F.Y. 2024-25
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) <sup>#</sup>	MTCO <sub>2</sub> e	7,811.53	7,909.99
<b>Total Scope 3 emissions per rupee of turnover</b>	MTCO <sub>2</sub> e / INR in crores	1.43	1.60
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	MTCO <sub>2</sub> e / total number of full-time employees*	0.04	0.04

<sup>#</sup>SIS has initiated the tracking and calculation of its Scope 3 emissions. Accordingly, SIS has identified and disclosed a few relevant Scope 3 categories in alignment with the GHG Protocol.

\*Scope 3 emissions intensity has been calculated based on employees and workers as on 31<sup>st</sup> March 2026.

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.

Not applicable.

We operate only from small offices which are part of large commercial spaces. We believe there is no direct or indirect impact on biodiversity.

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

S. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		Not Applicable	

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

SIS has implemented a comprehensive Disaster Recovery Plan (DRP) as an integral component of its Information, Data, and Cyber Security Policy. This policy outlines the baseline requirements for data backup procedures, covering both critical and non-critical data, and sets the framework for developing and executing a robust disaster recovery strategy.

The Disaster Recovery Plan defines the protocols for restoring IT systems, applications, and data in the event of a disaster or significant disruption that may lead to major operational outages. The responsibility for implementing and maintaining the plan lies with the IT Management Team, ensuring swift and effective response and recovery measures.

In parallel, SIS is actively enhancing its Business Continuity Plan (BCP) to strengthen organizational resilience and maintain uninterrupted business operations and customer service during unforeseen events.

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. The business model of the Company does not have adverse impact on the environment.

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

Nil. SIS, as a good practice ensures obtains annual confirmations of ESG compliances from some of its value chain partners.

8. How many green credits have been generated or procured.

S. No.	Particulars	Green Credit Generated	Green Credit Procured
1.	By SIS Limited		
2.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners		None

## Business Responsibility & Sustainability Report (Contd.)

### 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.

Six

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State / National)
1	International Security Ligue	International
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Indo Australian Chamber of Commerce	National
4	Confederation of Indian Industry (CII)	National
5	International Institute of Security and Safety Management	National
6	Bihar Industries Association	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
Not Applicable.		

SIS does not engage in price collusion / any other competitive activities by forming alliances with other parties. Also, the Company did not receive any adverse orders related to anti-competitive conduct from regulatory authorities.

#### LEADERSHIP INDICATORS

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

S. 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
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 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					

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

Sr. 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.

SIS is committed to creating a positive impact in the local communities where we operate. Our activities are designed to avoid any adverse effects on the immediate environment and instead uplift lives through targeted initiatives. We provide a safe and clean work environment, positively touch millions of lives every day through our business units, and extend support to those in need through promoter-led programmes. Our efforts focus on promoting education, providing relief to the underprivileged, offering shelter, creating employment opportunities, advancing social welfare, improving health outcomes, supporting rural development, and preserving national heritage.

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

	F.Y. 2025-26	F.Y. 2024-25
Directly sourced from MSMEs / small producers*	35%	17%
Directly from within India	99%	98%

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	F.Y. 2025-26	F.Y. 2024-25
Rural	4.5%	5.96%
Semi-urban	2.99%	4.66%
Urban	22.06%	34.06%
Metropolitan	70.45%	55.32%

(Place to be categorized based on with RBI classification system on rural / semi-urban / urban / metropolitan)

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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?

NA

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

NA

## Business Responsibility & Sustainability Report (Contd.)

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
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education and other related activities, Bihar	124	15%
2	Promoting Education and other related activities, Delhi	1,000	30%
3	Promoting Education and other related activities, Bihar	80	100%
4	Promoting Education and other related activities, Uttarakhand	3,907	35%
5	Environmental sustainability and conservation of natural resources, Tamil Nadu, Maharashtra, Andhra Pradesh, and Telangana	63	Nil
6	Environmental sustainability and conservation of natural resources, Madhya Pradesh	1,910	100%
7	Promoting healthcare including preventive healthcare, Uttarakhand	616	75%
8	Promoting healthcare including preventive healthcare, Madhya Pradesh	3,400	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.

**Own Your Customer (OYC) Programme:** To strengthen customer relationships, SIS has instituted the Own Your Customer (OYC) programme, under which each significant client is assigned to a member of the senior leadership team, including Regional Heads, Executive Directors, Zonal Heads, the CEO, and the COO. Each leader typically oversees 5–10 key customers, is responsible for meeting them regularly, gathering structured feedback, and providing updates on actions taken on prior inputs. This programme ensures personalized engagement and a proactive approach to customer satisfaction.

**Customer Satisfaction (CSAT) Programme:** At the operational level, Branch Heads are required to engage with 10–15 of their most important clients every month through in-person meetings. These interactions are used to collect feedback on service quality, discuss concerns, and share progress on actions taken based on feedback from previous months. This continuous feedback loop helps ensure that customer concerns are addressed promptly and supports the development of stronger, trust-based relationships.

**Customer Half-Yearly Survey:** To complement ongoing engagements, SIS conducts a Customer Half-Yearly Survey for all major clients, inviting them via email to complete a detailed online questionnaire. The survey seeks ratings and comments across key performance dimensions. Responses are immediately reviewed by the Centralized Quality Control team, who analyse the data and share insights with relevant stakeholders. This feedback directly informs decision-making and corrective actions. As of the latest survey cycle, SIS has achieved an average client rating of 8/10.



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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	F.Y. 2025-26			F.Y. 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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.

Yes.

SIS has formulated the Information, Data and Cybersecurity policy which provides guidelines relating to security and proprietary information, reasonable restrictions of access to data and protection of confidential data. The following policies are in place and will be updated as per business needs:

**Information Security policy:**

- Database security policy
- Data retention policy
- Software installation policy
- IT Asset Management Policy
- Technology equipment disposal policy
- Workstation security policy
- Wireless communication policy
- Mobile employee endpoint responsibility policy
- Outsourcing policy

**Cyber Security policy:**

- Server security policy

## Business Responsibility & Sustainability Report (Contd.)

- Web/Mobile application security policy
- Clean desk policy
- Data breach response policy
- Disaster recovery policy
- Password protection policy
- Security response plan policy
- Remote access policy

The aforementioned policies are available on the Company intranet to all employees.

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.

Not Applicable

7. Provide the following information relating to data breaches:

**a. Number of instances of data breaches**

No such instance was reported

**b. Percentage of data breaches involving personally identifiable information of customers**

No such instance was reported

**c. Impact, if any, of the data breaches**

Not Applicable

### LEADERSHIP INDICATORS

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

All information regarding the solutions offered by SIS is readily available on the Company's website at [www.sisindia.com](http://www.sisindia.com). Additionally, the Company actively utilizes various social media and digital platforms such as [LinkedIn](#), [YouTube](#) and [Instagram](#) to share updates and publicize information about its services.

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

SIS Limited offers a comprehensive range of security services and solutions, including hardware such as CCTV cameras, security alarms and related equipment. To ensure customers clearly understand and can effectively use these solutions, the Company follows a structured education process:

- Structured Product Demonstration: After installation, our team conducts a detailed demonstration, explaining the key features and functionalities of the security systems.
- Formal Handover and Follow-Up: Once the demonstration is complete, a formal handover of the solution is carried out. We also conduct follow-up calls to confirm that customers are confident in operating the system and to address any questions or concerns.



- Ongoing Engagement and Feedback: As part of our continuous engagement approach, we regularly seek feedback from customers to gauge their satisfaction and understanding of the solutions deployed.
- Regular Updates: To keep customers informed, we periodically share updated educational materials so they remain aware of new features, enhancements and best practices.

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

At SIS, we place strong emphasis on proactive communication with our customers. We engage with them through local branches, regional managers, digital channels and the Company's website. Where there is a risk of disruption or discontinuation of essential services due to factors beyond our control, we aim to notify customers promptly and provide clear guidance and support.

To safeguard continuity of operations, the Company maintains and regularly updates a comprehensive Business Continuity Plan (BCP). The BCP is informed by scenario modelling to anticipate potential risks and is designed to help ensure that core business and customer services remain uninterrupted even in the face of unforeseen challenges.

**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)**

Not applicable. SIS offers a comprehensive range of security services and solutions, including hardware such as cameras, sensors and alarms. All information displayed on these products complies fully with the applicable local laws and regulations governing each product, and there are no additional disclosure requirements relevant to these offerings.

In addition, SIS actively engages with customers through initiatives such as the Own Your Customer (OYC) Programme, the Customer Satisfaction (CSAT) Programme and regular customer surveys conducted on a monthly and bi-annual basis. These programmes focus on key customers and provide valuable insight into their concerns and feedback. This continuous dialogue enables us to enhance the quality of our services and solutions and helps ensure we consistently meet and exceed customer expectations.