

08th July, 2026.

To,

BSE Limited, Phiroze Jeejeebhoy Tower, Dalal Street, Mumbai – 400 001. Scrip Code: 503811	National Stock Exchange of India Ltd. Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Company Symbol: SIYSIL
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Dear Sir/ Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which forms an integral part of the Annual Report of Siyaram Silk Mills Limited for the Financial Year 2025-26.

Kindly take the same on record.

Thanking you,

Yours faithfully,

For SIYARAM SILK MILLS LIMITED

Mahipal Thakur
Company Secretary & Compliance Officer

Encl.: As above



Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17116MH1978PLC020451
2.	Name of the Listed Entity	SIYARAM SILK MILLS LIMITED
3.	Year of incorporation	1978
4.	Registered office address	H-3/2, MIDC, A-Road, Tarapur, Boisar, Thane, Maharashtra- 401506, India
5.	Corporate address	B-5, Trade World, Kamala City, Senapati Bapat Marg, Lower Parel, Mumbai- 400013
6.	E-mail	sharedept@siyaram.com
7.	Telephone	022-30400500
8.	Website	www.siyaram.com
9.	Financial year for which reporting is being done	FY26 (April 1, 2025, to March 31, 2026)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 90740176
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Surendra S. Shetty Contact No.: 022-30400500 Email ID: surendra.shetty@siyaram.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance or assessment provider	Not Applicable
15.	Type of assurance or assessment obtained	Not Applicable

II. Products/services

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

S. No.	Description of the main activity	Description of business activity	% of the turnover of the entity
1	Manufacturing and marketing of Fabric, Readymade Garments and Indigo Yarn.	Weaving, Processing, Dyeing and Garmenting	100%

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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Fabrics	13121	78%
2	Readymade Garments	14101	16%
3	Dyed Yarn	13134/13919	6%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	2	13
International	0	1	1

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	21

*Including Union Territories

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

The contribution of exports as a percentage of the total turnover of the entity is 10%.

c. A brief on types of customers

The Company maintains a strong presence in the domestic market, supported by an extensive distribution network that enables it to effectively cater to customers across India. In addition, it operates a network of franchise-based retail stores offering a diverse portfolio of products, including menswear, fabrics, apparel, and accessories. On the international front, the Company exports to key markets such as the United Kingdom, the Middle East, and the United States, supplying to established distributors and textile converters.

IV. Employees
20. Details as at the end of the Financial Year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1488	1368	91.93%	120	8%
2.	Other than Permanent (E)	359	245	68.24%	114	32%
3.	Total employees (D + E)	1847	1613	87.33%	234	12.66%
WORKERS						
4.	Permanent (F)	979	764	78.03%	215	21.96%
5.	Other than Permanent (G)	2235	1559	69.75%	676	30.24%
6.	Total workers (F + G)	3214	2323	72.27%	891	27.72%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	2	0	0%



22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.93%	5%	9.93%	16.00%	26.26%	16.78%	14.30%	23.90%	15.00%
Permanent Workers	49.70%	48.45%	49.39%	64.69%	15.77%	53.65%	71.50%	89.70%	75.00%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by holding listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Cadini S.R.L., Italy	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in INR Lakhs): ₹ 2,56,928.48 Lakhs

(iii) Net worth (in INR): ₹ 1,45,338.39 Lakhs

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 (If yes, then provide web link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	The Company has a grievance redressal policy outlining the process and procedure for capturing and addressing grievances of all the various stakeholders. The policy can be found on our website, on the weblink below: https://www.siyaram.com/investor-relations/policy.php	0	0	No complaints were received	0	0	No complaints were received
Investors (other than shareholders)		0	0	No complaints were received	0	0	No complaints were received
Shareholders		7	0	There were no complaints pending for resolution at the end of the year.	7	0	There were no complaints pending for resolution at the end of the year
Employees and workers		0	0	No complaints were received	0	0	No complaints were received
Customers		1121	0	There were no complaints pending for resolution at the end of the year	1397	0	There were no complaints pending for resolution at the end of the year.
Value Chain Partners		0	0	No complaints were received	0	0	No complaints were received

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.

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Product Stewardship	Opportunity	The textile industry's considerable environmental footprint necessitates a decisive and structured transition towards sustainable manufacturing practices. Product design is essential to minimizing ecological impact, while the adoption of a circular economy model offers a compelling pathway to reducing resource consumption, curtailing waste, and unlocking the latent value of underutilized textiles. By embedding sustainability at the core of its operations, the industry can meaningfully mitigate its environmental impact, conserve critical resources, and contribute to a more ecologically responsible future for both people and the planet.	-	Positive: <ul style="list-style-type: none"> Surging demand for sustainable products drives revenue growth, reinforcing the Company's position in an increasingly eco-conscious marketplace. Continuous R&D innovation broadens the product portfolio, sharpening market relevance and competitive advantage.
2	Customer centricity	Opportunity	Customer centricity is the cornerstone of Siyaram's business philosophy. Every initiative, strategy, and operational decision is deliberately designed to deliver exceptional customer satisfaction, ensuring that evolving customer needs are consistently met. This unwavering focus on the customer fosters enduring loyalty and serves as a fundamental driver of long term business success.	-	Positive: <ul style="list-style-type: none"> Customer satisfaction drives repeat purchases, sustaining revenue growth and long-term commercial performance. Customer driven product development fosters innovation, strengthening market relevance and competitive positioning. Superior customer experiences reinforce brand reputation, deepen loyalty, and consolidate market standing.



S. No.	Material issue identified	Indicate whether risk or opportunity	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)
3	Sustainable sourcing	Risk & Opportunity	<p>Risk: Siyaram's dependence on climate sensitive raw materials such as cotton and viscose exposes the Company to significant supply chain vulnerabilities, including risks arising from climate change, water scarcity, and ethical sourcing complexities. Inconsistent supplier practices, evolving regulatory requirements, and heightened consumer expectations further amplify reputational, operational, and compliance risks across the textile supply chain.</p> <p>Opportunity: Sustainable sourcing presents a compelling strategic opportunity for Siyaram to strengthen supply chain resilience, reduce environmental impact, and capitalize on the growing consumer demand for eco-friendly textiles. Investment in certified materials and ethical sourcing practices positions the Company to enhance brand equity, access premium markets, and align with global sustainability frameworks, driving sustainable long term business growth.</p>	Siyaram embeds sustainability into its sourcing strategy through the adoption of Polyviscose, a cost effective and durable cotton alternative that reduces exposure to commodity price volatility and supply disruptions. The Company further strengthens its social commitment through local procurement practices and vendor upskilling programs, driving community development and inclusive economic growth.	<p>Positive:</p> <ul style="list-style-type: none"> Growing procurement of recycled raw materials strengthens the Company's sustainable sourcing credentials and advances its broader environmental commitments. Rising consumer demand for sustainably produced textiles presents a compelling revenue growth opportunity, enhancing the Company's market positioning and long term financial performance. <p>Negative:</p> <ul style="list-style-type: none"> The transition from conventional to sustainable raw materials may precipitate short term operational disruptions, temporarily impacting production continuity and supply chain stability.
4	Energy management	Risk & Opportunity	As an energy intensive sector, textile manufacturing demands disciplined and forward-looking energy management. Siyaram leverages innovative, energy efficient technologies and process optimization to reduce its carbon footprint, curtail operational costs, and strengthen its sustainability credentials, maintaining a competitive edge in an increasingly resource conscious industry	Energy efficiency is central to Siyaram's sustainability agenda. Through solar energy deployment, waste heat recovery, high efficiency motors, and optimized energy consumption, the Company actively reduces its carbon footprint, enhances operational efficiency, and upholds its commitment to greener, more responsible manufacturing.	<p>Positive:</p> <ul style="list-style-type: none"> Energy efficiency initiatives drive meaningful long term cost reductions, strengthening overall profitability and operational competitiveness. <p>Negative:</p> <ul style="list-style-type: none"> Transitioning to newer energy efficient technologies requires significant upfront capital investment, placing short term strain on financial resources.

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
5	Water and wastewater management	Risk	Water is an indispensable resource in textile manufacturing, processing, and finishing operations. Recognizing this, Siyaram has instituted a comprehensive water management framework that optimizes consumption, treats wastewater effectively, and minimizes environmental impact, ensuring a responsible, sustainable, and eco-conscious approach to water stewardship across all its operations.	Siyaram remains firmly committed to sustainable water management through the adoption of advanced technologies and responsible conservation practices. The Company places significant emphasis on rainwater harvesting to augment water resources and promote groundwater recharge, thereby strengthening long-term water security across its operations. Complementing these efforts, Siyaram utilizes Reverse Osmosis (RO) and Multiple Effect Evaporation (MEE) systems to facilitate efficient treatment, recovery, and reuse of water from industrial processes. Automated chemical and dye dispensing systems further optimize resource consumption and minimize wastage, while Common Effluent Treatment Plants (CETPs) ensure environmentally responsible treatment and discharge of wastewater. Together, these initiatives demonstrate Siyaram's proactive approach to water conservation and reaffirm its commitment to environmental stewardship, resource efficiency, and sustainable operations.	<ul style="list-style-type: none"> Water scarcity or poor quality can materially disrupt manufacturing operations, threatening production continuity and revenue performance. Rising water costs elevate operational expenditure, placing measurable strain on financial resources and profit margins. Improper wastewater discharge risks lasting reputational harm, weakening stakeholder confidence and brand integrity. Failure to comply with water pollution laws exposes the Company to regulatory sanctions, penalties, and legal liabilities.
6	Climate change strategy	Risk	Climate change constitutes a material and escalating risk to Siyaram's operational resilience and financial stability. The progressive rise in global temperatures, coupled with the heightened frequency and severity of extreme weather events, poses significant threats to supply chain continuity,	The Company is taking a deliberate and forward-looking stance in addressing the multifaceted risks posed by climate change, embedding resilience and sustainability as foundational pillars across all aspects of its operations. Through targeted and	<p>Negative:</p> <ol style="list-style-type: none"> Cost of Low Carbon Transition: Transitioning to a lower carbon economy entails significant financial commitments across technology, infrastructure, and compliance, placing measurable strain on capital resources and profitability.



S. No.	Material issue identified	Indicate whether risk or opportunity	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)
			physical infrastructure, and uninterrupted production. Concurrently, the rapidly evolving regulatory landscape surrounding emissions reduction is likely to demand considerable capital outlays, exerting additional pressure on organizational resources. In this context, the adoption of a proactive, structured, and fully integrated approach to climate risk management is not merely prudent, it is imperative to securing Siyaram's long-term sustainability and mitigating its exposure to operational, financial, and reputational vulnerabilities.	systematic measures, the Company is actively working to mitigate the wide ranging impacts of climate change, spanning supply chain vulnerabilities and evolving regulatory pressures. Environmental, social, and governance (ESG) considerations have been comprehensively integrated into the Company's core business strategy, ensuring long term viability, minimizing exposure to climate related risks, and positioning the organization to capitalize on emerging opportunities for sustainable growth and innovation.	2. Operational and Revenue Risk from Extreme Weather: Extreme weather events such as cyclones, hurricanes, heat waves, cold waves, and floods risk disrupting operations, compromising supply chains, and generating material revenue losses.
7	Supply chain management	Opportunity	Sustainable supply chain management represents a strategic opportunity for Siyaram to enhance brand equity, mitigate risks, and drive long-term profitability. By integrating environmentally and socially responsible practices across its value chain, the Company can strengthen supplier relationships, ensure regulatory adherence, and effectively respond to the increasing consumer demand for sustainable products. This approach not only enhances operational efficiency but also supports sustainable business growth and reinforces the Company's competitive positioning in the global market.	-	<p>Positive Impact:</p> <ul style="list-style-type: none"> Enhanced Resource Efficiency and Profitability: Engagement with ESG-compliant suppliers can drive resource efficiencies across the value chain, leading to cost optimization and improved profitability. <p>Negative Impact:</p> <ul style="list-style-type: none"> Short-Term Operational Disruptions: Dependence on non-compliant suppliers may result in transitional disruptions as the Company shifts towards ESG-aligned sourcing practices. Increased Cost Burden: Transitioning to, and sustaining relationships with, ESG-compliant suppliers may involve additional costs associated with compliance, certification, and supplier development initiatives.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Employee Health & Safety	Risk	<p>Employee health and safety represent a critical risk area for Siyaram, as workplace incidents and occupational illnesses can lead to productivity losses, increased operational costs, and potential reputational damage. Non-compliance with applicable safety regulations may result in penalties and regulatory action, while an inadequate safety record can adversely affect employee morale, retention, and talent acquisition. Consequently, maintaining a robust health and safety management framework is essential to safeguard workforce well-being and ensure the continuity and profitability of operations.</p>	<p>Siyaram places a strong emphasis on employee well-being and safety, underpinned by a comprehensive Occupational Health and Safety Management System. The Company's Safety, Health & Environment (SHE) policy establishes rigorous protocols and guidelines applicable across all its manufacturing facilities. Regular safety training programs and periodic assessments ensure a proactive and preventive approach to risk management, fostering a culture of accountability and safety awareness. Through sustained investment in employee safety, Siyaram mitigates operational risks, enhances workforce morale, and cultivates a safe and healthy work environment, thereby supporting long-term business sustainability and performance.</p>	<p>Negative Impact:</p> <ol style="list-style-type: none"> 1. Reduced Productivity and Operational Disruptions: Employee health issues can adversely affect productivity, limiting the Company's ability to meet demand, deliver consistent customer satisfaction, and sustain revenue growth, thereby impacting overall business performance. 2. Increased Legal and Financial Exposure: Workplace incidents and occupational health concerns may result in heightened liability, leading to legal proceedings, compensation claims, and additional compliance-related costs. 3. Reputational Risk and Erosion of Trust: Safety-related incidents can undermine the Company's reputation and erode stakeholder confidence, potentially resulting in loss of customer trust and long-term brand impairment.



S. No.	Material issue identified	Indicate whether risk or opportunity	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)
	Digitalization	Opportunity	Digitalization represents a significant opportunity for Siyaram to enhance operational efficiency, strengthen customer engagement, and accelerate business growth. By leveraging advanced technologies such as artificial intelligence (AI), the Internet of Things (IoT), and data analytics, the Company can optimize its supply chain, streamline processes, and generate actionable insights to support informed strategic decision-making. Furthermore, digitalization enables Siyaram to expand its online footprint, access new customer segments, and remain competitive in an increasingly dynamic market environment, thereby fostering sustained innovation and revenue growth.	-	<p>Positive Impact:</p> <ul style="list-style-type: none"> Enhanced Cost Efficiency: Automation and the reduction of manual intervention contribute to significant cost savings, thereby improving overall profitability. Process Optimization and Customer Experience: Streamlining internal processes enhances operational effectiveness while simultaneously improving the customer experience, fostering stronger relationships and supporting higher levels of customer loyalty and retention.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.siyaram.com/investor-relations/policy.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards adopted by your entity and mapped to each principle.	1. ISO 9001:2015 2. ISO 14001:2015 3. ISO 45001:2018 4. Higg FEM 5. Higg FSLIM 6. SMETA 7. Oeko-Tex 8. Oeko-Tex Recycle 9. GRS 10. SRCCS 11. GOTS 12. ZDHC 13. StZ 14. C-TPAT								



<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any:</p>	<p>1) Zero case of fines / penalties / punishment from any regulatory/enforcing agency in reporting year.</p>	<p>1) 60% sustainable sourcing out of total procurement by year 2030</p>	<p>1) Zero fatalities 2) Ensure 100% assessment of plants and offices on health and safety, and working conditions every year</p>	<p>1) 100% adherence to concerns raised by stakeholders</p>	<p>1) Zero complaints on human right related issues</p>	<p>1) 15% electricity consumption from RE sources by 2030 2) Reduce water consumption by 10% by 2030 3) Achieving 100% replacement of coal with biomass and other sustainable fuels by 2030.</p>	<p>1) Zero adverse orders from regulatory authorities for anti-competitive conduct</p>	<p>1) 40% procurement from MSMEs by year 2030</p>	<p>1) Reduction in number of customer complaints 2) Zero product recalls 3) Zero data privacy breach of customers</p>
<p>6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.</p>	<p>1. Zero penalties/ fines levied during the year</p>	<p>1. The Company has achieved 51.56% sustainable procurement during the year.</p>	<p>1. No fatalities in FY 2025-26 2. 100% of plant and offices were assessed on health and safety and working conditions</p>	<p>1. All stakeholder concerns were recorded and addressed during the reporting period</p>	<p>1. Zero complaints on Human Rights were filed during the reporting period</p>	<p>1. 9.76% electricity consumption achieved from RE sources 2. Total energy consumption reduced by 17.20% in FY 2025-26</p>	<p>1. No adverse orders from regulatory authority received during the reporting period</p>	<p>1. 27.22% procurement done from MSME</p>	<p>1. Reduction in customer complaints by 19.76% Y-o-Y 2. No products were recalled during the reporting period 3. No data breaches occurred during the reporting period</p>

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG -related challenges, targets, and achievements

Over the past decades, our Company has built a strong foundation anchored in ethical practices, operational excellence, and enduring stakeholder trust. As we navigate an increasingly complex global landscape shaped by environmental and social challenges, we recognize that sustainability must be integral to our long-term strategy rather than an adjunct to it. Our ESG journey is guided by a clear commitment to responsible growth, with a focus on safeguarding the interests of our stakeholders while creating long-term value. We have strengthened our governance frameworks by embedding ESG considerations into our Enterprise Risk Management processes, enabling the systematic identification, assessment, and mitigation of sustainability-related risks alongside traditional business risks.

On the environmental front, we have set ambitious long-term goals, including our aspiration to become carbon neutral and water positive. We are advancing these objectives through investments in energy-efficient technologies, responsible resource management, and the adoption of cleaner and more sustainable production practices. Across our operations, we continue to focus on reducing emissions, optimizing water usage, and minimizing waste through recycling and responsible disposal, supported by collaborations with authorized and certified recyclers.

Sustainability is also being embedded within our product and service offerings. We are progressively innovating to deliver solutions that enable our customers to reduce their environmental footprint and adopt more sustainable lifestyles.

Equally, our commitment extends to the social dimension of sustainability. We remain focused on enhancing community well-being through initiatives in healthcare, education, and livelihood development, with the aim of fostering inclusive and resilient communities. Within our organization, we continue to uphold the highest standards of safety, health, and environmental practices, ensuring the well-being of our employees and all stakeholders associated with our operations.

We are also committed to nurturing a workplace culture founded on diversity, inclusion, and mutual respect. By fostering an environment that encourages collaboration, innovation, and fairness, we aim to empower our people and business partners while upholding human rights and ethical labour practices in line with applicable regulations and global standards.

While we acknowledge that the journey towards sustainability is continuous and evolving, we remain steadfast in our commitment to progress. Through clear goal setting, robust performance tracking, and transparent stakeholder engagement, we will continue to strengthen our ESG performance and accountability.

We take pride in the progress achieved thus far and remain confident that our continued focus on sustainability will enhance resilience, drive long-term value creation, and contribute meaningfully to a more sustainable and inclusive future.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Shri. Ashok Jalan
Senior President cum Director

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details

Yes
Ashok Jalan, Senior President cum Director, is responsible for decision-making on sustainability-related issues.



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																				
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																				
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.																				

Annually

Quarterly

BRSR Committee

BRSR Committee

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.

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

Disclosure 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)									

Not Applicable

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 Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	The Board of Directors and its Committees invested significant time in overseeing business, operations, and sales, while also undergoing external training on Business Responsibility and Sustainability Report (BRSR) compliance to enhance their knowledge and ensure adherence to regulatory requirements.	100%
Key Managerial Personnel	3	During the year, Key Management Personnel focused on core business, operational, and sales priorities, while also participating in external training programs on Business Responsibility and Sustainability Reporting (BRSR). These training initiatives were aimed at strengthening their understanding of sustainability frameworks and enhancing readiness to meet evolving regulatory requirements.	100%
Employees other than BoD and KMPs	4	Employees participated in a range of training programs covering Prevention of Sexual Harassment (POSH), leadership development, and key areas such as employee well-being, health and safety, product sustainability, the nine NGRBC principles, and anti-corruption and anti-bribery practices.	86.70%
Workers	3	Workers attended workshops on the nine NGRBC principles, as well as awareness sessions on environment, health and safety, human rights, and anti-corruption and anti-bribery practices.	100%

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

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.

Our Company is dedicated to upholding the highest standards of ethics and integrity. To ensure a corruption-free and transparent business environment, we have established a robust Anti-Bribery and Anti-Corruption Policy. Additionally, we have implemented a Whistle Blower Policy and Code of Conduct that empowers our Directors, Employees, and external stakeholders to report any concerns or suspicions of unethical behaviour, fraud, or non-compliance with our Code of Conduct. These policies not only provide a safe and confidential reporting mechanism but also safeguard against retaliation or victimization of those who report concerns. Our policies are publicly available on our website at <https://www.siyaram.com/investor-relations/policy.php>, demonstrating our commitment to transparency and accountability

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

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

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Since no complaints were	0	Since no complaints were
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	received, no corrective actions were taken.	0	received, no corrective actions were taken.

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.

Since no complaints were received, no corrective actions were taken.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	52.95	58.90

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	0%	0%

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	85.70%	95.99%
	b. Number of dealers / distributors to whom sales are made	5791	5731
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors	8.53%	9.03%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	5.01%	4.41%
	b. Sales (Sales to related parties / Total Sales)	0.51%	0.46%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	3.51%	4.48%
	d. Investments (Investments in related parties/Total Investments made)	2.70%	5.03%

Leadership Indicators

- 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
1	Human Rights, Labour Laws, Occupational Health & Safety, Working Conditions, and Prevention of Sexual Harassment	55%

- 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's Directors are mandated to disclose their personal interests, shareholdings, and affiliations with other entities, and to update this information annually or whenever there are changes. To maintain transparency and avoid conflicts of interest, Directors recuse themselves from discussions and decision-making on matters in which they have a personal stake. Additionally, the Directors and Senior Management provide annual declarations confirming their adherence to the Company's Code of Conduct and affirm that they have not engaged in any financial or commercial transactions that could potentially conflict with the Company's interests.

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



Essential Indicators

- Percentage of R&D and capital expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and CAPEX investments made by the entity, respectively.

	Amount	Percentage	Details of improvements in environmental and social impacts
R&D (in INR Crores)	-	-	-
Capex (in INR Crores)	3.67	5.50%	We have invested in solar rooftop installations to enhance our renewable energy consumption and thereby reduce greenhouse gas (GHG) emissions. The total installed solar capacity across all plants stands at 6,792 kWp. In addition, we are proactively upgrading outdated machinery by replacing it with modern, energy-efficient equipment, resulting in significant savings in both power and water consumption during fabric processing. Furthermore, we are transitioning our vehicle fleet by phasing out older petrol and diesel vehicles and replacing them with electric vehicles.



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

Yes. We uphold a rigorous Sustainable Sourcing Policy, guiding our procurement practices to prioritize fair dealing, health and safety, and environmental stewardship throughout our supply chain. Our suppliers are expected to adhere to this policy, upholding the highest standards of social responsibility, business integrity, and environmental sustainability, while complying with all applicable laws and regulations.

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

51.56%

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.**

As a responsible corporate entity, we have established comprehensive processes to ensure the safe reclamation, recycling, and disposal of our products at the end of their life cycle.

Type of waste	Mechanism
Plastics (including packaging)	Ensure safe disposal of all plastic packaging through sale to authorized plastic waste processors for recycling and utilization in manufacture of new packaging material.
E-waste	E-wastes from our operations comprising of electronic devices, their components and IT assets which are discarded after their useful life or due to obsolescence is disposed only to authorized recyclers.
Hazardous waste	We also ensure safe disposal of specific hazardous wastes as mandated in operating Consent / Authorizations, through Government authorized Treatment Storage and Disposal Facilities.
Other waste	Other waste like chemical-drum, Coal Ash, Paper waste, wooden scrap, etc given to authorised vendor to reuse the same.

Throughout, we maintain a comprehensive waste management system, emphasizing segregation, storage, and engagement of authorized vendors for disposal and recycling. This integrated approach ensures the responsible management of our products at the end of their life cycle.

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

Yes, Extended Producer Responsibility (EPR) is applicable. We adhere to Extended Producer Responsibility (EPR) principles, prioritizing sustainable end-of-life management for our products. We have established a waste collection plan and program for responsible packaging disposal and are actively implementing EPR initiatives to align with regulatory requirements and minimize our environmental footprint.

Leadership Indicators

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

While Life Cycle Assessments (LCAs) have not been conducted for our products this year, we recognize their importance in evaluating environmental performance and identifying opportunities to minimize environmental impact and enhance product sustainability.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Packaging Material (Paper Board, Box, HM Bags, etc)	41.71%	65.62%
Yarn	11.37%	11.95%

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

We are committed to environmental sustainability and responsible waste management and are proactively exploring opportunities to develop a circular approach to our products and packaging. While we don't yet have a formal reclaiming process in place, we are dedicated to textile stewardship and are taking steps towards a more sustainable future, with plans to implement a structured recovery program in the near future.

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	19.07 MT	0	0	14.66 MT
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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
-----NIL-----	

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	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)
Permanent employees											
Male	1368	1368	100%	1368	100%	0	0%	0	0%	0	0%
Female	120	120	100%	120	100%	3	2.5%	0	0%	0	0%
Total	1488	1488	100%	1488	100%	3	0.20%	0	0%	0	0%
Other than Permanent employees											
Male	245	245	100%	245	100%	0	0%	0	0%	0	0%
Female	114	114	100%	114	100%	0	0%	0	0%	0	0%
Total	359	359	100%	359	100%	0	0%	0	0%	0	0%



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)
Permanent workers											
Male	764	764	100%	764	100%	0	0%	0	0%	0	0%
Female	215	215	100%	215	100%	215	100%	0	0%	0	0%
Total	979	979	100%	979	100%	215	21.96%	0	0%	0	0%
Other than Permanent workers											
Male	1559	1559	100%	1559	100%	0	0%	0	0%	0	0%
Female	676	676	100%	676	100%	676	100%	0	0%	0	0%
Total	2235	2235	100%	2235	100%	676	30.24%	0	0%	0	0%

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

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the Company	0.45%	0.21%

2. Details of retirement benefits.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	1.42%	82%	Yes	3.74%	85.17%	Yes
Others-Superannuation	1.14%	-	Yes	1.45%	-	Yes

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. We are committed to building workspaces that are accessible to all. Through thoughtfully designed ground-level floors, ramps, elevators, and wheelchair facilities, we ensure that individuals with disabilities experience no barriers, fostering a truly inclusive environment where equal opportunity is not just a goal, but a reality.

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

Yes,

<https://www.siyaram.com/investor-relations/policy.php>

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	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

	Yes/No	(If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	We have a robust grievance redressal system in place, ensuring that all employees and workers have a clear and confidential channel to report concerns. Our HR department coordinates a fair and timely resolution process, with a defined escalation hierarchy and a Grievance Committee. Additionally, our Whistle Blower Policy protects employees who report unethical behaviour, guaranteeing confidentiality and safeguarding against retaliation, with a governance mechanism to prevent harassment or victimization.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	1368	0	0%	1209	0	0%
Female	120	0	0%	100	0	0%
Total	1488	0	0%	1309	0	0%
Total Permanent Workers						
Male	764	11	1.43%	604	14	2.31%
Female	215	0	0%	239	0	0%
Total	979	11	1.12%	843	14	1.66%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1613	1613	100%	1613	100%	1290	1290	100%	1290	100%
Female	234	234	100%	234	100%	139	139	100%	139	100%
Total	1847	1847	100%	1847	100%	1429	1429	100%	1429	100%
Workers										
Male	2323	2323	100%	2323	100%	2049	2049	100%	2049	100%
Female	891	891	100%	891	100%	625	625	100%	625	100%
Total	3214	3214	100%	3214	100%	2674	2674	100%	2674	100%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1613	1613	100%	1290	1290	100%
Female	234	234	100%	139	139	100%
Total	1847	1847	100%	1429	1429	100%
Workers						
Male	2323	2323	100%	2049	2049	100%
Female	891	891	100%	625	625	100%
Total	3214	3214	100%	2674	2674	100%

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

Yes, our entire operations are covered by the OHS system.

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

We take a proactive stance on workplace safety, anticipating risks before they arise. By addressing hazards across man-machine interaction, process safety, and fire prevention, our comprehensive risk management framework ensures swift identification of gaps and decisive corrective action, creating a consistently safe and healthy environment for all.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, we empower our workforce to take ownership of their safety through clearly defined reporting procedures outlined in our SHE Manual. Employees are encouraged to identify and escalate potential hazards without fear of reprisal, fostering a culture of transparency and accountability. Complementing this, our proactive safety agenda encompasses regular training sessions, mock drills, and targeted awareness programs, equipping workers with the knowledge and confidence to recognize, respond to, and withdraw from hazardous situations, thereby safeguarding their well-being at every level.

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

Yes, employees / workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

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

*Including in the contract workforce

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

We have a comprehensive risk management system in place, which includes:

- Department-specific checklists to identify and assess work-related hazards on a regular and non-routine basis
- Regular toolbox talks to educate workers on recognizing and reporting risks and hazards

In the event of an emergency, we have a tiered response plan in place, categorized into three levels:

Level I: Localized Emergency - Minor incidents that can be managed locally, such as small fires in administrative or utility buildings

Level II: Plant Emergency - More complex incidents that require a coordinated response, such as escalated fires or spills that impact operations

Level III: Major or Catastrophic Emergency - Large-scale incidents with severe consequences for life and property, requiring a full-scale emergency response

Our emergency response plan ensures that we are prepared to respond effectively and efficiently to any situation, minimizing risk and protecting our people, assets, and the environment.

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

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

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	100%
Working conditions	100%

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

Ensuring a safe and secure working environment remains a fundamental commitment that underpins every aspect of our operations. Through a robust and proactive risk management framework, we systematically identify and mitigate workplace hazards, spanning man-machine interaction, process safety, and fire risks. Regular and rigorous assessments enable us to detect vulnerabilities early, implement targeted corrective actions, and continuously elevate our safety standards, fostering a culture of safety excellence where every employee is empowered to perform with confidence, dignity, and freedom from harm.

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).

	(Y/N)
Employees	Y
Workers	Y

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

As a responsible corporate entity, we diligently ensure that our contractual workforce and value chain partners adhere to all applicable statutory obligations. We place strong emphasis on the timely deduction and remittance of statutory contributions such as ESIC and Provident Fund on a monthly basis. This process is closely monitored to ensure complete regulatory compliance, reflecting our unwavering commitment to transparency, accountability, and the overall well-being of our workforce.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

While we do not have any formal transition assistance programs in place, we offer support programs to assist our retired employees during their transition and frequently hire them as consultants on a short-term basis as necessary, basis their interest.



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	-
Working Conditions	-

While we currently don't assess the health and safety practices of our value chain partners, we're taking a proactive step towards responsible sourcing. We've developed a comprehensive sustainable sourcing policy, which will enable us to evaluate and monitor our suppliers' environmental and social compliance, ensuring that our entire value chain adheres to stringent standards, promoting a safer and more sustainable supply chain ecosystem.

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.

We are committed to strengthening health and safety standards across our value chain. While a formal assessment of our partners' practices is not yet in place, we are actively developing a comprehensive evaluation framework to identify, monitor, and mitigate potential risks. This forward-looking approach will enable us to foster safer working environments and encourage responsible practices throughout our value chain, supporting the development of a more sustainable and resilient business ecosystem.

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.

We recognize that our success is closely linked to the interests of our stakeholders. To strengthen collaboration and trust, we have established a Stakeholder Engagement Policy anchored in transparency, fairness, and open communication. This policy guides our interactions, ensuring a consultative and responsive approach that prioritizes stakeholder needs and fosters relationships built on trust and respect, ultimately supporting sustainable performance and long-term value creation.

The policy link can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

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
Internal stakeholders- Employees, Workers, KMPs, BoDs	No	<ul style="list-style-type: none"> Regular, direct communication between managers, teams, and individuals. Digital and broadcast communications that include emails and intranet communications. Culture and engagement surveys Monthly newsletters Town hall meetings Cluster and group recognition functions Familiarisation programmes for Board members 	Need-Based / Annually	We regularly engage with employees to discuss assorted topics like innovation, operational efficiencies, areas which need improvement, long-term strategy plans, training and awareness, health, and safety initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> • Customer events • Face to face meetings • Customer satisfaction surveys • Marketing and advertising activities 	Need-Based	<p>The Company needs to update the Customers on a regular basis on new brands/ product launches, product quality and availability. We also periodically assess customer satisfaction through surveys and understand the grievances of customers and take their feedback on our products and services.</p> <p>The Company regularly conducts Dealers conferences to promote its products and obtain market feedback on the acceptability for them.</p>
Vendors and Suppliers	Yes	<ul style="list-style-type: none"> • One-on-one negotiations and meetings for finalization follow up, and after sales service. • Trainings and related education • Surveys 	Need-based	The Company conducts regular interactions with vendors and suppliers to discuss payment terms, loading and unloading infrastructure, hygiene and sanitation infrastructure, safety system and performance and payment of statutory dues.
Investors and shareholders	No	<ul style="list-style-type: none"> • Annual General Meetings • Earnings calls • Email broadcasts and intimation • Individual meetings with financial media, shareholders, and analysts 	Need-based / Quarterly	The Company needs to engage with investors and shareowners to update on the performance in terms of growth, profitability, dividends, financial analysis/ stability, market risk, future plans, etc.
Local Communities	Yes	<ul style="list-style-type: none"> • Surveys • Project based discussions • Face to face interactions • CSR activities 	Need based	To meet its social responsibility towards the local community, the Company through its CSR initiatives and other activities promotes education to the needy children including girl child, promotes healthcare including preventive healthcare, improves sanitation and develops infrastructure facilities. We also engage with the community to reduce social and economic inequalities, educate on environmental impacts as well as impact of our operations.



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
Regulatory authorities	No	<ul style="list-style-type: none"> Various industry and regulatory forums, meetings between regulators, and our board and management. Need-based one-on-one discussions with executive officials at prudential meetings as well as onsite meetings. 	Need based / Annually	We actively participate in shaping textile industry regulations and policies, sharing our perspective to ensure our voice is heard.
Non-governmental organizations (NGOs)	No	<ul style="list-style-type: none"> Company website, annual report, Group's social media handles, press releases and media statements. 	Need based	The Company engages with NGOs on social and environmental matters affecting relevant parties
Media	No	<ul style="list-style-type: none"> Written and telephonic interactions for business related media enquiries as and when required by both parties New product launches- events, press conferences & interviews Regular interactions to share information and respond to media requests for commentary about the Company 	Need based	Engagement with media is done to address business-related queries, share updates about the Company, new product/brand announcements, views on industry landscape, etc.

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.

We maintain a structured stakeholder engagement framework to systematically capture feedback from key stakeholder groups. This input is consolidated across functions and reviewed by the Stakeholder Relationship Committee, which assesses insights, monitors compliance, and submits quarterly recommendations to the Board. The Board oversees the implementation of these recommendations, ensuring stakeholder perspectives are effectively incorporated and addressed in a timely and meaningful manner.

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

Yes, Stakeholder engagement is central to our environmental and social approach. We maintain continuous dialogue with key stakeholders, including government bodies, regulators, distributors, suppliers, and local communities, to ensure transparency and responsiveness. Our multi-channel engagement, spanning consultations, formal interactions, and digital platforms, enables us to capture evolving expectations. We systematically integrate this feedback into decision-making, address key ESG priorities, and drive sustainable, responsible growth.

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

We prioritize our most vulnerable stakeholders, local communities and our vendor and supplier network through focused, impact-driven initiatives. Our community efforts support education, healthcare, and social well-being through scholarships, medical aid, and cancer care infrastructure. Simultaneously, we strengthen our supplier ecosystem through targeted skill development and awareness programs to enhance capability and resilience. By addressing these critical needs, we enable inclusive growth and contribute to a more equitable and sustainable future.

PRINCIPLE 5 Businesses should respect and promote human rights



Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total C	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1488	1488	100%	1309	1309	100%
Other than permanent	359	359	100%	120	120	100%
Total	1847	1847	100%	1429	1429	100%
Workers						
Permanent	979	979	100%	843	843	100%
Other than permanent	2235	2235	100%	1831	1831	100%
Total	3214	3214	100%	2674	2674	100%

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. C	% (C/A)		No. E	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1368	-	-	1368	100%	1209	-	-	1209	100%
Female	120	-	-	120	100%	100	-	-	100	100%
Other than Permanent										
Male	245	-	-	245	100%	81	-	-	81	100%
Female	114	-	-	114	100%	39	-	-	39	100%
Workers										
Permanent										
Male	764	-	-	764	100%	604	-	-	604	100%
Female	215	-	-	215	100%	239	-	-	239	100%
Other than Permanent										
Male	1559	-	-	1559	100%	1445	-	-	1445	100%
Female	847	-	-	847	100%	386	-	-	386	100%

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	11284728	1	1190000
Key Managerial Personnel	2	3855191	0	0
Employees other than BoD and KMP	1361	547060	120	361809
Workers	764	193538	215	135328

**b. Gross wages paid to females as % of total wages paid by the entity**

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages paid by the entity	17.82%	21.09%

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. All grievances, including human rights related grievances, are addressed through the formal procedure laid down in the Grievance redressal policy. The policy can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

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

The Company is unequivocally committed to upholding and safeguarding human rights across all facets of its operations. Our Code of Business Conduct and Ethics, in conjunction with our HR practices, serves as the foundational framework through which human rights principles are embedded, operationalized, and consistently upheld in alignment with applicable national and international standards.

This commitment is further reinforced through a suite of robust policies, including the Human Rights Policy, Anti-Sexual Harassment Policy, Whistleblower Policy, and an array of social welfare frameworks, collectively designed to protect the rights and dignity of all stakeholders and ensure accessible, transparent grievance redressal.

Our Stakeholder Grievance Redressal Policy establishes clear, structured procedures for the registration and resolution of concerns. Stakeholders may submit grievances via email, telephone, or written communication to designated Stakeholder Contact Officers, with a dedicated email address sharedept@siyaram.com available for streamlined correspondence. The Company Secretary, serving as the designated Compliance Officer, bears institutional responsibility for the implementation, monitoring, and periodic review of the grievance redressal mechanism ensuring that every concern is addressed with fairness, timeliness, and the highest degree of transparency.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Human Rights Issues	0	0	None	0	0	None

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

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

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

Our Whistleblower Policy is a direct expression of our commitment to transparency and accountability. We guarantee absolute confidentiality and protection for all individuals who raise concerns in good faith ensuring zero tolerance for retaliation or victimization. Underpinning this framework are Board-level committees and statutory bodies responsible for the independent receipt, investigation, and resolution of complaints, providing every stakeholder with a safe, reliable, and effective channel to uphold the highest standards of integrity and ethics.

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

Yes, we include human rights requirements in certain contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

The Company strictly prohibits child labour, forced labour, and involuntary labour in any form, upholding the highest standards of human rights and workforce dignity. We are equally resolute in maintaining a harassment-free workplace, with zero instances of sexual harassment reported during the year, reflecting our steadfast dedication to fostering an inclusive, respectful, and empowering environment for all employees.

Leadership Indicators

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

No such grievances were reported on Human Rights violations.

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

No, the Company has not undertaken HRDD. However, we understand the significance of human rights in operations and shall look to take up the same in the forthcoming years.

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

Yes, our manufacturing facilities and commercial locations are designed with a strong focus on accessibility and inclusion.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-

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

The Company upholds a stringent non-discrimination policy and adheres to the highest standards of labour practice. It maintains a zero-tolerance stance toward child labour, forced labour, and any form of involuntary employment. Furthermore, the Company is committed to cultivating a workplace free from harassment; notably, no incidents of sexual harassment were reported during the year. This reflects our continued focus on fostering an inclusive, safe, and respectful environment for all employees.

**PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (GJ) and energy intensity:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	23,259.50	18,063
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	23,259.50	18,063
From non-renewable sources		
Total electricity consumption (D)	1,69,700.21	1,92,503
Total fuel consumption (E)	7,05,435.55	8,74,556
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	8,75,135.76	10,67,059
Total energy consumed (A+B+C+D+E+F)	8,98,395.26	10,85,122
Energy intensity per rupee of turnover (GJ/ ₹ Lakhs) (Total energy consumed / Revenue from operations)	349.66	488.72
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (GJ/ Million \$) (Total energy consumed / Revenue from operations adjusted for PPP)	711.22	1009.71
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity		

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025 data PPP Conversion factor is taken as 20.34 as per IMF PPP 2026 data

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, none of our sites are covered under PAT scheme.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	6038.50	10,162
(iii) Third party water	8,02,250	6,54,827
(iv) Seawater / desalinated water	0	0
(v) Others- Rainwater Harvesting	19,203	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8,27,491.50	6,64,989
Total volume of water consumption (in kilolitres)	3,34,326.50	2,97,892
Water intensity per rupee of turnover (KL/₹ Cr) (Total water consumption / Revenue from operations)	130.12	134.16
Water intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (KL/ Million \$) (Total water consumption / Revenue from operations adjusted for PPP)	264.67	277.19
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity		

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025 data PPP Conversion factor is taken as 20.34 as per IMF PPP 2026 data

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – Secondary Treatment	4,93,165	3,67,097
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	4,93,165	3,67,097

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.

As we continue to prioritize environmental sustainability, we're proud to say that our manufacturing facilities are equipped with cutting-edge Effluent Treatment Plants (ETPs) that ensure the highest standards of wastewater management. While we currently don't have a Zero Liquid Discharge (ZLD) system in place, we recognize the importance of adopting this innovative technology to further minimize our ecological footprint. To that end, we're actively exploring the feasibility of implementing ZLD systems at our manufacturing locations, with the goal of achieving a closed-loop system that eliminates liquid waste entirely.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Tonnes	3.09	2.07
SOx	Tonnes	63.76	65.22
Particulate matter (PM)	Tonnes	15.83	21.01
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – Carbon monoxide (CO)	Tonnes	0.93	1.39

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:

Parameter	Unit	FY 2025-26			FY 2024-25		
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	57,524.50			50927		
		CO ₂	Metric Tonnes of CO ₂	56,820.6	CO ₂	Metric Tonnes of CO ₂	50,520.91
		CH ₄	Metric Tonnes of CO ₂ equivalent	158.10	CH ₄	Metric Tonnes of CO ₂ equivalent	142.80
		N ₂ O	Metric Tonnes of CO ₂ equivalent	236.82	N ₂ O	Metric Tonnes of CO ₂ equivalent	207.97
		HFCs	Metric Tonnes of CO ₂ equivalent	308.96	HFCs	Metric Tonnes of CO ₂ equivalent	51.39
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	33,469			38,875		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO ₂ equivalent / INR Cr of turnover	35.42			40.45		
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)	Metric Tonnes of CO ₂ equivalent / Million \$	72.03			83.56		
Total Scope 1 and Scope 2 emission intensity in terms of physical output							
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-			-		

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025 PPP Conversion factor is taken as 20.34 as per IMF PPP 2026 data

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.

We have undertaken various energy efficiency and emission reduction initiatives as outlined below:

- Increased our renewable energy consumption to 6,460,973 kWh.
- The adoption of sludge incineration practices led to coal savings of 595 tons, supporting improved resource efficiency and reduced environmental impact

9. Provide details related to waste management by the entity:

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric Tonnes)		
Plastic waste (A)	95.90	100.14
E-waste (B)	0.40	0.15
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
Non-hazardous waste generated (H):		
MS & SS scrap	213.70	134.24
Fabric/Chindi	1864.40	1193.50
Coal Ash	3284.66	2666.52
Yarn Waste	-	190.70
Paper waste	837.72	1039.27
Wooden scrap	6.48	23.82
Other waste	143.96	87.73
Sludge	105.2	70.36
Used oil	1.8	1.16
Total (A+B + C + D + E + F + G + H)	6,554.22	5507.59
Waste intensity per rupee of turnover (MT/INR Cr.) (Total waste generated / Revenue from operations)	2.55	2.48
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity *(PPP) (MT/ \$ Million)* (Total waste generated / Revenue from operations adjusted for PPP)	5.18	5.12
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric Tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	6,554.22	5507.59
Total	6,554.22	5507.59

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025 PPP Conversion factor is taken as 20.34 as per IMF PPP 2026 data

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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.

We have established a rigorous and documented Standard Operating Procedure (SOP) for managing waste across our operations, ensuring a systematic and responsible approach to waste disposal. Our comprehensive framework includes:



- Classification: We categorize waste into hazardous and non-hazardous types, with section in-charges maintaining meticulous records in compliance with regulatory requirements.
 - Hazardous Waste Disposal: We dispose of hazardous waste through authorized vendors, selling what can be salvaged and responsibly packaging and disposing of the remainder, such as ETP sludge, in accordance with regulatory guidelines.
 - Non-Hazardous Waste Disposal: We sell non-hazardous process and non-process waste, including recyclable materials like wooden scrap, metal scrap, and decontaminated drums, to authorized vendors for further processing or recycling.
 - Accountability: Our Plant Head oversees the implementation of waste management practices, while designated personnel classify waste and stores in-charge manage the sale of scrap materials, ensuring a clear chain of responsibility and adherence to our waste management protocols
- 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:**
- At Siyaram's, most of our manufacturing facilities are situated within designated industrial zones, away from ecologically sensitive areas. All our units operate in full compliance with applicable environmental regulations, approvals, and discharge standards.
- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**
- At Siyaram's, no new Environmental Impact Assessments were initiated during the current financial year. Our operations continue under previously secured environmental clearances, with all ongoing activities managed in full compliance with applicable regulatory requirements.
- 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. If not, provide details of all such non-compliances:**
- At Siyaram's, our facilities comply with all applicable environmental regulations and standards.

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:

We do not have any operations in water stress areas.

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0

Parameter	FY 2025-26	FY 2024-25
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	Presently, the Company does not track these details. However, we look forward to monitoring the same in the future.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

Not Applicable, since we do not have any operations in ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Water, power & steam saving	Installation of STP at Tarapur Units, Amravati and Saily, Silvassa Unit. RO at Tarapur Unit-H-3/1	The commissioning of a Sewage Treatment Plant (STP) and Reverse Osmosis (RO) unit at one of the facilities has significantly advanced water sustainability by facilitating wastewater recycling and reducing reliance on freshwater. This initiative supports efficient resource management, drives cost optimization, and aligns with the Company's environmental objectives, while contributing to long-term conservation and strengthened regulatory compliance.



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2.	Renewable energy generation and consumption- Solar rooftop installation	Company has installed total solar capacity of 5392 KWhp across its plants	The deployment of renewable energy systems across multiple facilities has significantly reduced reliance on conventional energy sources, resulting in lower greenhouse gas emissions and reduced energy costs. This transition reinforces the Company's commitment to clean energy, enhances energy efficiency, and contributes to its broader sustainability and climate action objectives.

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

Yes, we maintain a comprehensive Emergency Preparedness Plan, which is available on the Company website: www.siyaram.com/investor-relations/policy.php

Plan Overview: In the unlikely event of an emergency, a continuous alarm will be activated to signal the need for immediate action. To facilitate a prompt and orderly evacuation, all employees are required to follow the instructions issued by trained team leaders. Employees are strongly encouraged to familiarize themselves in advance with the detailed evacuation procedures, including the locations of emergency exits on each floor. Upon activation of the alarm, individuals should proceed swiftly and calmly to the designated Assembly Point. At this location, our trained rescue team will coordinate and ensure safe evacuation. Simultaneously, our firefighting personnel and first aid responders will remain on standby, equipped to deliver immediate assistance and support, thereby safeguarding the well-being of everyone present on the premises. The safety and security of all employees remain our highest priority, and we are fully committed to maintaining a safe, responsive, and well-prepared working environment in the event of any emergency.

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

We recognize the pivotal role of environmental stewardship in shaping our business and are committed to proactively identifying and addressing key environmental considerations across our value chain. As part of our ongoing sustainability journey, we plan to undertake a comprehensive assessment to evaluate areas of impact and opportunity. This in-depth review will encompass all stages of our value chain from raw material sourcing and manufacturing to distribution, product use, and end-of-life management with a focused analysis of energy consumption, emissions, water utilization, and waste management practices.

By developing a clearer understanding of our environmental footprint, we aim to design targeted strategies and initiatives that mitigate adverse impacts while driving meaningful, positive change. This forward-looking approach will not only strengthen our sustainability performance but also promote responsible practices across our operations and value chain, ultimately advancing a more environmentally conscious, efficient, and resilient business model.

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

No value chain partners were formally assessed for environmental impacts during the period. However, most of raw materials are sourced from established and reputable suppliers that adhere to applicable environmental standards and regulatory requirements.

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

- By the listed entity: None
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: None

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.
10
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	State
2	Confederation of Indian Industries	National
3	Federation of Textile Manufacturers Association	State
4	Federation of Indian Export Organization	National
5	Chamber of Textile Trade and Industry	National
6	Clothing Manufacturers Association of India	State
7	Hindustan Chamber of Commerce	State
8	The Bombay Yarn Merchant of Association of Exchanges	State
9	Tarapur Industrial Manufacturer’s Association	State
10	The Amravati Textile Manufacturer’s 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

No corrective action was required, as no adverse orders related to anti-competitive conduct were received 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
-	-	-	-	-	-

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.

The Company has not conducted any Social Impact Assessments (SIA) in compliance with laws such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.



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

Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities.

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

The Company has established mechanisms to interact with the members of the local community and/or community leaders in and around the areas of its plants and operations. This helps the Company understand and address any concerns or grievances the community may have.

All grievances received from the community are addressed through the formal procedure laid down in the Company's Grievance Redressal Policy. The details of this policy can be found on the Company's website at <https://www.siyaram.com/investor-relations/policy.php>.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	27.22%	35.80%
Directly from within India	94.62%	90.00%

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

Location	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	49%	37%
Urban	0%	0%
Metropolitan	51%	63%

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:

S. No.	State	Aspirational District	Amount spent (In INR)
1	Rajasthan	Sikar	21500000
2	Gujarat	Amreli	14500000
3	Maharashtra	Mumbai	18142000
4	Uttar Pradesh	Kanpur	100000
5	Dadra & Nagar Haveli	Silvassa	300000

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

Yes

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

We endeavour to promote diversity and inclusivity within our supply chain by extending preference to enterprises owned or operated by women, persons with disabilities, members of the LGBTQ+ community, and SC/ST entrepreneurs. Subject to operational feasibility, we also prioritize engagement with locally based suppliers and those from neighbouring districts within our areas of operation. Additionally, we place significant emphasis on sourcing from micro, small, and medium enterprises (MSMEs), thereby fostering inclusive economic growth and supporting the development of local business ecosystems.

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

0.72%

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:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	670	100%
2	Medical	1000	100%
3	Others	500	100%

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



Essential Indicators

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

For B2C Customers

We have established a comprehensive omnichannel framework to efficiently capture, address, and resolve customer feedback and grievances. This system enables customers to seamlessly interact with us through multiple touchpoints, ensuring prompt handling of their experiences, concerns, and service requests across our products and services.

Key mechanisms include:

- Dedicated Customer Care Helpline: Customers may connect with our Consumer Care team at +91 91529 77456 or +91 86570 39312 during business hours for product-related inquiries, complaints, and support services.
- In-Store Support: Customers can share feedback directly at any of our retail stores, where trained personnel are available to assist or escalate concerns to the central support team.
- Online Channels: Feedback can be submitted through our official website: www.siyaram.com, ensuring a convenient and accessible digital interface.
- On-Site Digital Feedback: Display cards equipped with barcodes and relevant information are strategically placed within stores to facilitate real-time feedback capture at the point of sale.
- Email Support: Customers may also reach out via email at: customercare@siyaram.com, customercare@devo.co.in, and socialmedia@zocode.com

For B2B Partners

For our business-to-business (B2B) customers, a structured and systematic grievance redressal process is in place to ensure thorough evaluation and timely resolution of concerns.

Complaints are initially routed through the Sales Area Manager and the Product Development Department, accompanied by all relevant supporting documentation. Each case is carefully examined by the respective department, following which detailed observations and recommendations are recorded. Upon comprehensive review, the Head of the Department provides the final resolution and response.



In our garmenting business, ongoing communication through regular emails and calls ensures continuous feedback exchange. Any issues identified are addressed promptly through corrective actions, supported by appropriate documentation and oversight from the department head.

Key mechanisms include:

- Email Support: enquires@siyaram.com, support@siyaram.com, and customercare@siyaram.com
- Toll-Free Helplines: 18002094006 / 18002094008.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Category	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	1,121	0	-	1,397	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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, the details of this policy can be found on the Company's website at <https://www.siyaram.com/investor-relations/policy.php>

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

No such cases were raised for FY 2025-26 for the mentioned categories and hence no corrective actions were taken.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

None

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

None

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).**

The information can be accessed through our website <https://www.siyaram.com/>

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

We adopt a proactive and structured approach to educating consumers on the safe and responsible use of our fabrics and garments. This is achieved through a range of communication channels, including direct engagement, digital correspondence, newsletters, and our official website. In addition, all products are accompanied by clearly defined care and handling guidelines on labels and packaging, ensuring that consumers are well-equipped to maintain product quality and longevity.

Through these initiatives, we not only enable informed product use but also strengthen consumer trust and accountability. This commitment plays a key role in enhancing user experience while supporting broader objectives of sustainability and responsible consumption.

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

As the Company's operations and products/services are not classified as essential services, this requirement is not applicable. However, the Company maintains a proactive communication approach and provides timely notifications to stakeholders via email regarding any disruptions, service outages, or discontinuation of products and/or services.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Our Company is committed to maintaining high standards of transparency while safeguarding customer well-being by providing product information that goes beyond regulatory requirements. We equip customers with detailed and easy-to-understand labelling and packaging, ensuring clarity in product usage and care. We also place strong emphasis on continuous customer engagement, actively gathering feedback through structured interactions and open communication channels. This enables us to derive actionable insights, refine our offerings, and consistently elevate product quality and service standards.

By embedding transparency and customer-centricity into our operations, we foster enduring trust and strengthen customer relationships, thereby supporting sustainable growth and long-term value creation.