SAVITA
bonds build businesses

Savita Oil Technologies Limited
Registered Office : 66/67, Nariman Bhavan, Nariman Point, Mumbai 400 021, India
Tel. : +91-22 2288 3061-64 / 6624 6200 E-mail : legal@savita.com

7th August, 2026

BSE Limited
Dept. of Corporate Services,
P. J. Towers, Dalal Street,
Mumbai 400 001

Scrip Code: 524667

National Stock Exchange of India Limited
Listing Department,
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai 400 051

Symbol: SOTL

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report of the Company 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, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2025-26.

Kindly take the same on your record.

Thanking You,

Yours faithfully,
For **Savita Oil Technologies Limited**

UDAY CHANDRAKANT REGE

Digitally signed by UDAY CHANDRAKANT REGE
Date: 2026.08.07 10:31:53 +05'30'

Uday C. Rege
Company Secretary & Chief Legal Officer
(Compliance Officer)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of the Company	L24100MH1961PLC012066
2.	Name of the Company	Savita Oil Technologies Limited
3.	Year of incorporation	1961
4.	Registered office address	66/67, Nariman Bhavan, Nariman Point, Mumbai 400021
5.	Corporate address	66/67, Nariman Bhavan, Nariman Point, Mumbai 400021
6.	E-mail	legal@savita.com
7.	Telephone	022-6624 6200
8.	Website	www.savita.com
9.	Financial year for which reporting is being done	1st April, 2025 to 31st March, 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1371.20 Lakh
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Uday C. Rege 022-6624 6200 ucrege@savita.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-Basis Reporting
14.	Name of assurance provider	Not applicable
15.	Type of assurance provider	Not applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Coke and refined petroleum products	99.22

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.	Petroleum Products	19201	99.22

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	4	5	9
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25*
International (No. of Countries)	The Company's products are exported to over 75 countries worldwide

*Includes 23 States and 2 Union Territories

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

17%

c. **A brief on types of customers**

The Company's customers include Industries/Corporates, Original Equipment Manufacturers, Export Customers, Distributors/Channel Partners, Transmission and Distribution Companies, Renewables, etc.

IV. Employees

20. Details as at the end of 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)	629	577	91.73	52	8.27
2.	Other than Permanent (E)	0	0	0.00	0	0
3.	Total employees (D + E)	629	577	91.73	52	8.27
WORKERS						
4.	Permanent (F)	20	20	100	0	0.00
5.	Other than Permanent (G)	509	508	99.80	1	0.20
6.	Total workers (F + G)	529	528	99.81	1	0.19

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:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	5	0	0

22. Turnover rate for permanent employees and workers:

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.64	0.01	13.65	13.50	0.83	14.33	12.39	1.44	13.83
Permanent Workers	0	0	0	0	0	0	0	0	0

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 listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Savita GreenTec Limited	Subsidiary	100%	No

VI. CSR Details

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

(ii) **Turnover :** ₹ 4,32,644.86 Lakhs

(iii) **Net worth :** ₹ 1,84,102.57 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 (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others	-	0	0	-	0	0	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	Increased utilization of renewable energy and energy-efficient practices offers potential for cost optimization and long-term operational resilience	The Company has harnessed wind energy since the year 1999 scaling up the total installed capacity to 53.10 MW. Rooftop solar with a combined capacity of 2061 KWp have been installed across its manufacturing units, maximizing utilization of natural resource and reducing its reliance on thermal power.	Positive
2	Climate Resilience and GHG Emissions	Risk	Accelerating global warming and increase in stakeholder expectations for climate action necessitate proactive measures to mitigate potential disruptions to manufacturing operations.	The Company is committed to addressing climate risks and building resilience by reducing its carbon footprint and adopting measures to ensure stability of its operations. The Company is continuously measuring, estimating and monitoring its carbon footprint (Scope 1 and 2 emissions) and working towards emission reduction. The Company has extended its estimation beyond its operations by measuring certain categories of its scope 3 emissions to develop future strategies for decarbonization.	Negative
3	Water Stewardship	Risk	Inadequate water stewardship exposes the Company to regulatory, operational, reputational and financial risks. As water availability declines, these risks are further heightened by the potential for regulatory restrictions and stakeholder activism.	The Company's commitment to water stewardship reflects a responsible and effective approach to managing water resources, aimed at ensuring sustainability, minimizing environmental impact and supporting the well-being of the communities in which the Company operates. The Company's daily water requirements are met through a combination of third-party water supply and groundwater. Across all the Company's manufacturing facilities, rainwater harvesting is done to recharge the groundwater table and this harvested water is subsequently routed for use in its operations, thereby reducing its dependence on external water sources.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Research and Development (R&D)	Opportunity	Robust R&D enables development of technologically advanced formulations of lubricants that improve engine performance, fuel efficiency and protection. Innovations can include synthetic oils and bio-based lubricants that meet the evolving demands of modern engines.	The Company's in-house R&D focusses on creating new products and technologies that are environment friendly, biodegradable and sustainable. Significant emphasis is being placed on developing Ester technologies which are non-toxic & aquatic friendly to replace current mineral based solutions.	Positive
5	Occupational Health and Safety	Risk	Occupational hazard due to inadequate equipment management, lack of safety protocols or insufficient training raises the likelihood of workplace accidents and injuries.	The Company is ISO 45001 certified and remains committed to fostering a safe and healthy working environment for all employees. The Company prioritizes occupational health and safety through rigorous safety protocols, robust reporting mechanisms, comprehensive training and strict compliance with applicable regulations. Hazard Identification and Risk Assessment (HIRA) is carried out for all activities, with appropriate control measures in place.	Negative
6	Supply Chain	Risk	Complex and varied supply chains present multiple risks that can affect both the cost and quality of raw materials.	The Company has implemented a robust Sustainable (Green) Procurement Policy that outlines its commitments towards supply chain sustainability. The Company encourages its suppliers to sign up for its Supplier Code of Conduct, which reflects its vision for sustainability across the value chain. The Company is also in the process of developing a systematic plan to engage with suppliers on ESG-related aspects.	Negative
7	Talent Attraction	Opportunity	Talented employees drive innovation, bringing fresh ideas and solutions that fuel product and process improvements fostering company growth.	The Company has been certified as a Great Place to Work. The Company primarily hires lateral talent through various channels such as job portals, social media and employee referrals. The Company offers competitive and industry standard benefits to employees thereby helping them thrive both professionally and personally. The Company has established a comprehensive performance management framework as part of its broader talent and retention strategy.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Community Engagement	Opportunity	Positive engagement with local communities fosters social progress and strengthens relationships, while also supporting compliance with regulatory CSR requirement and other compliances.	The Company is committed to actively engaging with and supporting its local communities by fostering partnerships, promoting social development and contributing to initiatives that enhance the well-being and quality of life for all community members. The Company has a dedicated CSR Policy highlighting its key focus areas - Healthcare, Education and Rural Development. The Company conducts need assessment for its local communities and undertakes requisite initiatives in their interest.	Positive

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 policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://savita.com/corporate/policies/business-responsibility/								
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)	No								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015 - Quality Management System ISO 14001: 2015 - Environmental Management System ISO 45001: 2018 - Occupational Health and Safety Management System								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

The Company ventured into renewable energy space more than 27 years ago laying the foundation for its sustainability-driven ESG journey. This is further strengthened by the Company's participation in globally recognized sustainability assessment platforms such as EcoVadis and CDP, which help the Company's benchmark performance and identify areas for improvement. The Company's ESG parameters are monitored internally and reviewed on an ongoing basis to drive continuous improvement. The Company has also identified key areas in line with NGRBC principles to guide its approach:

a) Principle 1 – Ensuring 100% compliance with the employee code of conduct. The Company upholds a strong commitment to ethical conduct and integrity across all its business dealings.

b) Principle 2 – Aspiring 100% compliance with the supplier code of conduct, including the Company's ESG expectations across the value chain in upcoming years.

c) Principle 3 –

- Employee well-being is supported through group health insurance, accident insurance, maternity benefits and retirement coverage including EPF, EPS and gratuity.
- The Company is proud to report a 100% return-to-work rate after maternity leave.
- The Company strictly prohibits any form of child labour.
- The Company ensures 100% compliance with Minimum Wages Act for its contract workers.
- The Company is committed to providing equal opportunities to all employees, thereby ensuring gender pay parity and preventing discrimination on grounds of religion, caste and gender.

c) Principle 6 –

- Monitoring key resource consumption metrics at plant level including power, water, etc.
- Expanding ongoing energy-saving measures, including the replacement of conventional lights with LEDs and the phased transition from diesel to battery-operated forklifts.
- Harvesting the rainwater across all manufacturing sites thereby reducing the dependency on external water supply and replenishing the ground water table.
- Installation of solar panels on the roofs of its manufacturing units to reduce dependence on thermal power.

As ESG data systems mature, the Company intends to translate these focus areas into quantifiable, time-bound targets going forward.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

In line with the Company's ESG vision, the Company continues to make conscious efforts to conduct its business responsibly and sustainably. The key performance parameters are monitored and evaluated internally. The roadmap with specific goals and targets are under development. The Company shall endeavour to report the progress against these targets in subsequent reporting years. With installation of roof top solar systems across all its manufacturing units, the Company aims to maximize the solar power generation to reduce its reliance on thermal power consumption.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	True to our ESG vision, sustainability is one of the core elements driving our business. Today, Sustainability in business is a strategic imperative that drives innovation and brand resilience. As a leading player in the Indian lubricants and oil industry with a legacy of six and a half decade, we have actively pursued sustainability enabling us to navigate the challenges and meet business goals in the process. Our quest for operational excellence focuses on key sustainability metrics like environmental stewardship, innovation, safety, energy efficiency and CSR. We strive to identify emerging risks, adopt appropriate mitigation measures, and innovate to build resilience through continuous improvement. We actively monitor environmental risks, including extreme weather events, and continue to implement measures to enhance infrastructure resilience, supply chain stability, and water stewardship. By integrating sustainability into R&D, such as developing ester-based fluids and specialized immersion coolants for emerging applications, we aim to reduce environmental impact while creating market-ready solutions. Ester based lubricants also improve fuel economy rates, thereby saving fuel consumption in vehicles. One of our recent developments, SAVSOL Ester5 enhances the oil's stability and performance under extreme temperature and operating conditions, resulting in lower emissions. Ester Fluid Platform remains our key initiative enabling green technologies like EV's, Battery Energy Storage System (BESS) for Renewable Energy Projects and Immersion Coolants for data centres. We have also been working closely with the power industry stakeholders to adopt environment friendly Transformer fluids. We continue to reduce our operational carbon footprint by adopting energy-efficient technologies, optimising water usage, controlling emissions, and engaging our teams in sustainability practices. Transitioning to cleaner energy supports this direction. We have integrated renewable energy source such as solar power into our energy mix. These roof top solar installations meet a significant portion of our plants' energy requirements, reducing reliance on fossil fuels and lowering greenhouse gas (GHG) emissions. That said, our role in combating climate change and fostering a sustainable and resilient future is also reflected through our operation of 53MW of wind power plants for more than two and a half decades. Beyond operations, we remain committed to uplifting the communities where we operate. Closer to our registered office in Mumbai, we carried out the repair and renovation of the Girls' Residential Building and Vocational Training Centre at Asha Sadan. This project addressed critical infrastructure needs through structural renovation and upgradation creating a safer, cleaner, brighter, and more dignified environment for approximately 80 abandoned girls. Through our sponsored Mid-Day Meal program, we helped to serve nutritious meals to approximately 6,667 school children near our two manufacturing facilities in Silvassa. As we move ahead together towards a more sustainable and inclusive tomorrow, we will be happy to welcome your feedback and suggestions.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Gautam N. Mehra Chairman & Managing Director								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Mr. Gautam N. Mehra, Chairman & Managing Director of the Company is responsible for decision making on sustainability relates 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	The Business Responsibility performance of the Company is assessed by the Board of Directors.									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company has complied with all statutory requirements. During the year, the Company did not incur any penalties or fines for any non-compliance.																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has not carried any independent assessment	No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarization program	100
Key Managerial Personnel			
Employees other than BoD and KMPs	Training and awareness sessions are conducted and provided to the employess and workers at regular intervals.		100
Workers			

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

Monetary					
Particulars	**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			Nil		
Compounding fees			Nil		

Monetary				
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment		None		
Punishment		None		

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

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

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

   Yes, the Company's Anti Corruption and Anti Bribery Policy reflects the commitment of the Company and its Management to conduct business in an honest and ethical manner and a zero tolerance approach towards bribery and corruption and acting professionally, fairly and with integrity in all business dealings and relationships.

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

Particulars	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:**

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

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

   During the year, there were no instances of fines/penalties/actions taken by regulators/law enforcement agencies/ judicial institutions and no cases of corruption and conflicts of interest were reported on the Company.

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

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	79	69

9. **Open-ness of business**

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
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	15	15
	b. Number of dealers/distributors to whom sales are made	1728	1668
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	9	9
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0	0.4
	b. Sales (Sales to related parties/Total Sales)	0	0.1
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	23	23

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

Essential Indicators

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

Type	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	1.04	1.61	Technologically advanced ester-based products for lubricant, compressor and electric vehicle applications.
Capex	Nil	Nil	NA

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

The Company has implemented Sustainable (Green) Procurement Policy, with an objective to adopt a holistic approach of integrating ESG practices in its value chain to enhance sustainability performance. Presently, the Company's vendor selection is majorly through tendering process. The terms and conditions of tender are structured for evaluation w.r.t safety and environmental compliance which are an integral part for the award and online vendor registration process. Supplier mandatorily needs to comply with all safety guidelines and environmental norms prescribed by State/Central Govt. and our Supplier Code of Conduct, which highlights the Company's ESG commitments across the value chain. Before onboarding as value chain partner, it is mandatory to furnish this evaluation questionnaire covering social and environmental standards like ISO 14001.

The Company undertakes detailed assessments of its suppliers periodically. The Company audits their eco-friendly processes, documented methods, compliances and certifications obtained like ISO 9001, ISO 14001 and ISO 45001. This enables the Company in managing risks associated with supply chain disruptions and gives the Company competitive advantage. In this reporting year, the Company had conducted such audits for 17 of its major regular suppliers.

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

Around 50% of the Company's domestic procurement (excluding raw materials) is sustainable.

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.**

(a) Plastics (including packaging) –

Due to contamination of packaging materials, reclaiming and reusing them are not feasible. Hence, the Company cannot reclaim and reuse its products from the end-of-life stage. The Company follows CPCB's EPR (Extended Producer Responsibility) Framework under the Plastic Waste Management Rules, 2016. In line with the EPR framework, the Company is ensuring use of recycled plastic in plastic packaging subject to technical feasibility.

(b) E-waste –

The Company's products do not contribute to generation of electronic waste at end-of-life stage. The Company does not reclaim any of its products at the end of life.

(c) Hazardous waste –

The Company does not reclaim any of its products at the end of life.

(d) Other waste –

Not applicable

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's business operations and the Company has registered with CPCB for all the applicable category of plastics. The Company is in compliance with the requirements of EPR under the Plastic Waste Management Rules, 2016 (as amended).

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	577	577	100	577	100	NA	NA	0	0	NA	NA
Female	52	52	100	52	100	52	100	NA	NA	NA	NA
TOTAL	**629**	**629**	**100**	**629**	**100**	**52**	**100**	**0**	**0**	**NA**	**NA**
OTHER THAN PERMANENT EMPLOYEES											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	20	20	100	20	100	NA	NA	0	0	NA	NA
Female	0	0	0	0	0	0	0	NA	NA	NA	NA
TOTAL	**20**	**20**	**100**	**20**	**100**	**0**	**0**	**0**	**0**	**NA**	**NA**
OTHER THAN PERMANENT WORKERS											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
TOTAL	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.06	0.05

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	0	Y	100	0	Y
Gratuity	100	0	Y	100	0	Y
ESI	100	0	Y	100	0	Y

3. **Accessibility of workplaces**

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

The Company's workplaces are equipped with the necessary accessibility provisions.

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

The Company provides equal opportunities to its employees/workers in their respective jobs, skill upgradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age and nationality.

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	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

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.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has in place a mechanism wherein the employees/ workers can put up their grievances and concerns to the respective unit HR heads. Other mechanisms such as POSH and Whistle Blower mechanism are also available.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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	**0**	**0**	**0**	**0**	**0**	**0**
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total Permanent Workers	**20**	**16**	**80.00**	**23**	**19**	**82.61**
Male	20	16	80.00	23	19	82.61
Female	0	0	0	0	0	0

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	577	577	100	577	100	536	536	100	536	100
Female	52	52	100	52	100	48	48	100	48	100
TOTAL	**629**	**629**	**100**	**629**	**100**	**584**	**584**	**100**	**584**	**100**
WORKERS										
Male	20	20	100	20	100	23	23	100	23	100
Female	0	0	0	0	0	0	0	0	0	0
TOTAL	**20**	**20**	**100**	**20**	**100**	**23**	**23**	**100**	**23**	**100**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	577	577	100	536	536	100
Female	52	52	100	48	48	100
TOTAL	**629**	**629**	**100**	**584**	**584**	**100**
WORKERS						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
TOTAL	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

10. Health and safety management system:

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

Yes, the Company has implemented an Occupational Health & Safety Management System (ISO 45001:2018) covering all permanent employees and contract workers. The Company has adopted an integrated Quality, Environment, Health & Safety (QEHS) policy that focuses on continual improvement in its Quality Management System and Environmental Management System, effective communication of policy commitments and sustainability performance to stakeholders, prevention and mitigation of QEHS-related impacts arising from operations and products, maintenance of a zero Lost Time Injury (LTI) objective and proactive identification and mitigation of Environment, Health, and Safety (EHS) risks for all personnel. The system is applicable across all the Company's plants to ensure a safe and healthy workplace for all employees and workers.

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

The Company follows a structured Hazard Identification and Risk Assessment (HIRA) process to identify work-related hazards and assess occupational health and safety risks associated with both routine and non-routine basis. For routine activities, the Company prepares and periodically reviews HIRA to identify work-related hazards and evaluate associated risks. In addition, hazards and risks are identified and assessed through;

- Periodic workplace inspections and safety audits;
- Job Safety Analysis (JSA)/Safe Work Method Statements (SWMS);
- Regular risk assessments of operational activities;
- Employee hazard reporting and safety observations;
- Review of incident, near-miss and injury data; and
- Consultation with workers and safety committees.

For non-routine activities, including maintenance, shutdowns, projects, new equipment installation, confined space entry, working at height, contractor activities, and emergency situations, risks are assessed through:

- Task-specific risk assessments;
- Permit-to-Work (PTW) systems;
- Management of Change (MOC) procedures;
- Pre-job safety meetings/toolbox talks; and
- Contractor equipment, machine inspection & training.

Additionally, the Company conducts risk assessments, Hazop, Safety Audits, Safety Rounds, 5S activities/ inspections wherever applicable, to identify and mitigate operational risks. Risks are evaluated using a risk matrix that considers the likelihood of occurrence and severity of potential consequences. Appropriate control measures are implemented in accordance with the hierarchy of controls including elimination, substitution, engineering controls, administrative controls and personal protective equipment. Risk assessments are reviewed periodically and updated whenever there are changes in processes, equipment, personnel, legal requirements or following incidents and near-miss events.

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

Yes, there is a system for reporting work-related hazards and concerns for workers. Workers can report about any work related hazards such as unsafe acts, unsafe conditions, near misses, incidents, accidents and other occupational health and safety concerns through EHS rounds, safety suggestion drop boxes, unsafe acts and unsafe conditions reporting forms and discussions during Safety Committee meetings. Upon reporting of a hazard, immediate actions are taken to eliminate or control the risk followed by appropriate corrective and preventive actions. Minor hazards or risks are addressed through maintenance work permits to resolve the identified issues.

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

Yes, employees and workers have access to non-occupational medical and healthcare services. A qualified Medical Officer (MBBS with AFIH certification) visits the plant as per the prescribed schedule and all employees and workers have access to avail the services accordingly. In addition, all employees are covered under the Company's health insurance policy. The Company also conducts periodic health check-ups, including annual medical examinations, to promote the overall health and well-being of its workforce.

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

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

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

The Company is committed to providing and maintaining a safe and healthy workplace for all employees, workers, contractors and visitors through its Occupational Environment, Health and Safety (EHS) Management System. The Company has established policies, procedures, objectives, roles and responsibilities to effectively manage workplace health and safety risks.

Key measures implemented by the Company include:

- Regular Hazard Identification and Risk Assessment (HIRA) to identify workplace hazards and implement appropriate control measures;
- Compliance with applicable statutory, regulatory and industry EHS requirements.
- Implementation of Safe Operating Procedures (SOPs), work instructions, Job Safety Analysis (JSA) and Permit-to-Work (PTW) systems for high-risk activities;
- Provision and enforcement of appropriate Personal Protective Equipment (PPE) based on task-specific risk assessments;
- Periodic workplace inspections, safety rounds, safety audits and management reviews to ensure continual improvement;

- EHS induction programmes, safety training, competency development and regular toolbox talks for employees and contractors;
- Systems for reporting and investigating incidents, near-misses, unsafe acts and unsafe conditions, along with implementation of corrective and preventive actions;
- Emergency preparedness and response measures, including mock evacuation drills, fire safety systems, first-aid facilities and trained emergency response teams;
- Occupational health programs comprising pre-employment and periodic medical examinations, health surveillance and wellness initiatives;
- Contractor safety management processes to ensure third-party personnel complies with the Company's EHS requirements;
- Employee participation through Safety Committee meetings, hazard reporting mechanisms and consultation programs;
- Monitoring of workplace environmental factors such as air quality, noise levels, lighting, ventilation, housekeeping and ergonomics to maintain healthy working conditions; and
- Established mechanisms for reporting unsafe acts and unsafe conditions, conducting regular safety rounds, 5S audits and safety audits by internal as well as external auditors.

The Company is equipped with advanced fire safety infrastructure, including a fire hydrant systems covering entire plants, connected to dedicated water storage tanks with capacities of 100 KL, 225 KL and 650 KL. The system maintains a pressure of 7 kg/cm² supported by jockey pumps, with backup provided by electric and diesel generator (DG) pumps. The facility is further supported by smoke detectors, beam detectors, fire alarms installed in office areas and fire extinguishers strategically placed across plant and office locations. Well-trained fire-fighting and first-aid teams are available round the clock. In addition, fall arrestor systems have been installed at critical locations to prevent fall-related incidents.

Key occupational health and safety initiatives include strengthening of fire hydrant pipeline infrastructure to enhance emergency preparedness, installation of rooftop lifeline systems to prevent fall hazards (including coverage for both solar and non-solar rooftops), installation of safety cages and safety nets at relevant locations. A Lockout-Tagout (LOTO) system has also been implemented to ensure safe maintenance of electrical and mechanical equipment.

From an environmental and sustainability perspective, the Company has undertaken plantation of trees within the all plant premises as part of its green cover enhancement initiatives. In line with its sustainability objectives, the Company is transitioning from diesel-powered forklifts to electric forklifts to reduce emissions and has installed a solar power system with a capacity of 500 kW (Silli plant).

The Company's management systems are further strengthened through certification audits for ISO 14001:2015 and ISO 45001:2018 conducted by accredited certification bodies.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of 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:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% ISO 45001:2018 audit conducted by certification body Pyramid
Working Conditions	

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

    No safety-related incidents/accidents have been reported during the reporting period. However, the Company has undertaken several preventive and improvement actions including:

    - Fabrication and installation of a section separator in the E-wax warehouse to prevent the risk of falling polymer bags and ensure worker safety;
    - Installation of inverter-based LED lighting systems in place of conventional emergency lighting to ensure uninterrupted illumination during power failures in areas such as the OFC, workshop and boiler area;
    - Provision of an emergency siren system for the Synthetic Ester plant passenger lift, at the control room;
    - Connection of the vent line of brake-up tanks in the Lube Ester plant to a Nutsche filter to prevent overflow and spillage;
    - Relocation of CCTV cameras to enhance surveillance and monitoring of WH3 finished goods loading area, OFC crushing area and the east-side boundary;
    - Replacement of rusted and damaged pipe rack supports in the PJP area with new structural supports to ensure safety.

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.**

    Key stakeholders as considered by the Company are those who are either significantly impacted by the Company's operations or those who can significantly impact the Company's operations and activities. The Company understands stakeholders' expectation through regular engagement with them. The Company periodically reviews these expectations internally and deploys them in developing strategies, plans & business activities. The Company also undertakes surveys to engage with and obtain stakeholder feedback from time to time. Over the years, the Company has engaged with the following major stakeholder groups that influence or are influenced by the Company's activities: (i) Government; (ii) Industry and Trade Associations; (iii) Business Partners & Vendors; (iv) Customers; (v) Investors & Shareholders; (vi) Regulatory Bodies; (vii) Employees; (viii) Media and (ix) Community/NGOs. The Company engages with them through multiple channels such as formal meetings, customer helplines, industry forums, dealer/distributor/KSK conventions, surveys amongst others. This engagement allows the Company to gain valuable insights into stakeholder concerns and receive constructive feedback, which in turn helps to enhance its business strategy and plans for the future.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory Bodies	No	Seminars, Conferences, Events, Written Communication, Stock Exchange filings	Need basis	Regulatory Compliance
Industry and Trade Associations	No	Memberships and Associations, Emails, Meetings, Events, Seminars, Conferences	Need basis	Industry concerns
Business Partners and Vendors	No	Emails, Meetings	Need basis	Agreements, Relationship Management

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	Emails, Meetings	Need basis	Customer Service
Investors and Shareholders	No	Annual Reports, Investor Presentations, Quarterly Results, Company Website, Stock Exchange filings, Annual General Meetings	Annually/ Quarterly/ Need basis	Corporate Governance, Transparency
Employees	No	Training Programs, Internal Communication, Newsletters	Quarterly/ Need basis	Training and Development, Employee Awareness
Community/NGOs	No	Emails, Meetings	Need basis	Engagement to understand concerns and requirement for CSR initiatives

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	629	629	100	584	584	100
Other than permanent	NA	NA	NA	NA	NA	NA
TOTAL EMPLOYEES	**629**	**629**	**100**	**584**	**584**	**100**
WORKERS						
Permanent	20	20	100	23	23	100
Other than permanent	509	509	100	482	482	100
TOTAL EMPLOYEES	**529**	**529**	**100**	**505**	**505**	**100**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	**629**	**NA**	**NA**	**629**	**100**	**584**	**NA**	**NA**	**584**	**100**
Male	577	NA	NA	577	100	536	NA	NA	536	100
Female	52	NA	NA	52	100	48	NA	NA	48	100
Other than permanent	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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)
WORKERS										
Permanent	**20**	**NA**	**NA**	**20**	**100**	**23**	**NA**	**NA**	**23**	**100**
Male	20	NA	NA	20	100	23	NA	NA	23	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	**509**	**NA**	**NA**	**509**	**100**	**482**	**NA**	**NA**	**482**	**100**
Male	508	NA	NA	508	100	482	NA	NA	482	100
Female	1	NA	NA	1	100	0	NA	NA	0	100

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

a. **Median remuneration/wages:**

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)*	3	2,27,87,194	0	0
Key Managerial Personnel	5	1,11,19,834	0	0
Employees other than BoD and KMP	577	850,008	52	823,922
Workers	20	869,160	0	NA

*Includes Executive Directors only

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

Particular	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	7.28	6.98

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

Yes

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

A quarterly status report is shared with the Audit Committee regarding any complaints filed by any Whistle Blower or any complaints/grievances reported under POSH Act.

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

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

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

Particulars	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.**

The Company has framed a Whistle-Blower Policy wherein the employees are free to report any improper activity resulting in violations of laws, rules, regulations or code of conduct by any of the employees, including leakage/misuse of unpublished price sensitive information in violation of the Company's Insider Trading Code, to the Managing Director or Chairman of the Audit Committee, as the case may be. Any complaint received would be reviewed by the Managing Director or Chairman of the Audit Committee. The policy provides that the confidentiality of those reporting violations shall be maintained and they shall not be subjected to any discriminatory practice. No employee has been denied access to the Audit Committee at any point in time. The Whistle-Blower policy is hosted on the website of the Company.

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

Yes, these are integrated into our business agreements and contracts.

10. **Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

No significant risks or concerns were identified. Therefore, no corrective actions were taken this financial year.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (MJ)	54,67,413.60	29,02,392.90
Total fuel consumption (B) (MJ)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (MJ)	**54,67,413.60**	**29,02,392.90**
From non-renewable sources		
Total electricity consumption (D) (MJ)	1,43,10,493.20	1,38,88,298.23
Total fuel consumption (E) (MJ)	4,59,07,874.34	4,05,71,288.42

Parameter	FY 2025-26	FY 2024-25
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (MJ)	6,02,18,367.54	5,44,59,586.65
Total energy consumed (A+B+C+D+E+F) (MJ)	**6,56,85,781.14**	**5,73,61,979.55**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.001506	0.001504
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.000323	0.000364
Energy intensity in terms of physical output	146.13	152.20
Energy 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 independent assessment/evaluation/assurance was carried out by an external agency.

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

   Not applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	380
(ii) Groundwater	9991	9936
(iii) Third party water	40625	27582
(iv) Seawater/desalinated water	0	0
(v) Others – MIDC Water	0	10102
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	50616	48000
Total volume of water consumption (in kilolitres)	47456	47092
Water intensity per rupee of turnover (Total water consumption/Revenue from Operations)	0.000001	0.000001
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.00000023	0.00000030
Water intensity in terms of physical output	0.11	0.12
Water 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 independent assessment/evaluation/assurance was carried out by an external agency.

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	0	0
– With treatment-please specify level of treatment	0	0
(ii) To Groundwater		
– No treatment	0	0
– With treatment-please specify level of treatment	0	0
(iii) To Seawater		
– No treatment	0	0
– With treatment-please specify level of treatment	0	0
(iv) Sent to third-parties		
– No treatment	0	0
– With treatment-please specify level of treatment	3160	2168
(v) Others		
– No treatment	0	0
– With treatment-please specify level of treatment	0	1593
Total water discharges (in kilolitres)	**3160**	**3761**

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 independent assessment/evaluation/assurance was carried out by an external agency.

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

Sewage Water Treatment & Oil Water Seperator mechanism has been implemented. The Company also has a Effluent Treatment Plant installed for treatment of effluent discharge.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	mg/Nm3	45.69	40.00
Sox	Kg/Day	15.04	8.18
	mg/Nm3	30.85	82.90
Particulate matter (PM)	mg/Nm3	55.44	223.14
Persistent organic pollutants (POP)	–	–	–
Volatile organic compounds (VOC)	–	–	–
Hazardous air pollutants (HAP)	–	–	–
Others – please specify	–	–	–

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

No independent assessment/evaluation/assurance was carried out by an external agency.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4013.79	3532.12
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2822.35	5982.68
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.000000157	0.000000249
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)		0.000000034	0.000000060
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.02	0.03
Total Scope 1 and Scope 2 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 independent assessment/evaluation/assurance was carried out by an external agency.

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

Yes, the Company has undertaken several initiatives aimed at reducing Greenhouse Gas (GHG) emissions. Key initiatives include:

- Installation of rooftop solar power panels with a capacity of 520 kW at Turbhe plant, which is fully utilized to generate renewable energy and reduce dependency on grid electricity;
- Transition to 100% LED lighting at the Turbhe Plant, resulting in reduction in electricity consumption;
- Deployment of electric forklifts (including 2 MT capacity) to replace diesel-operated forklifts, thereby reducing diesel consumption;
- Utilization of solar energy for charging electric forklifts during daytime to maximize renewable energy usage;
- Use of Light Diesel Oil in Short Path Distillation Unit and Lube Thermopac systems to ensure compliance with air emission norms;
- Regular monitoring of air emissions from DG sets, boilers and thermopac systems through accredited laboratories in accordance with applicable regulatory requirements.

In addition, the Company is evaluating further initiatives to reduce its carbon footprint, including:

- Proposal for installation of a multi-fuel boiler with an expected efficiency improvement of up to 80%, leading to optimized fuel consumption and lower GHG emissions;
- Replacement of the 250 kVA APFC (Automatic Power Factor Correction) panel to improve power efficiency;
- Proposal for reprocessing of used oil;
- Evaluation of alternative fuels to replace Light Diesel Oil, with the objective of reducing CO_2 emissions.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	73.59	105.61
E-waste (B)	0	0.18
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.24	0.34
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
(i) Spent earth	0	130.45
(ii) ETP Sludge	7.04	0.98
(iii) Oil soaked cotton waste	165.33	0.72
(iv) Spent clay containing oil	160.00	113.55
(v) Spent Oil	7.13	34.51
(vi) Slop Oil (MT)	6.39	0
(vii) Contaminated Oil Drums (HDPE)	1.89	0
(viii) Contaminated Oil Barrels (MS)	0.83	0
(ix) Empty Drums	33.28	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
(i) MS Scrap	88.90	182.65
(ii) Paper waste	181.48	154.66
(iii) Wooden Scrap	83.61	113.71
(iv) General Garbage	55.10	0
Total (A + B + C + D + E + F + G + H)	**864.81**	**837.36**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000020	0.000000022
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000000004	0.000000005
Waste intensity in terms of physical output	0.002	0.002
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	183.68	34.79
(ii) Re-used	38.20	27.65
(iii) Other recovery operations	213.07	0
Total	**434.95**	**62.44**

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	1.76	0.12
(ii) Landfilling	172.04	110.54
(iii) Other disposal operations	0	0
Total	**173.80**	**110.66**

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

No independent assessment/evaluation/assurance was carried out by an external agency.

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.**

Waste Management Practices

The Company follows a systematic approach to waste management and the key waste management measures include:

- Segregation of waste at source into recyclable, non-recyclable, organic and hazardous waste streams through designated containers and labeling systems;
- Reduction of waste generation through process optimization, material efficiency initiatives, reuse of materials and recycling programmes;
- Safe storage of waste in designated areas with appropriate containment measures to prevent environmental contamination;
- Disposal, recycling or treatment of waste through authorized recyclers, treatment facilities and government-approved waste management agencies;
- Regular monitoring, record-keeping, inspections and audits to ensure compliance with applicable regulatory requirements and continual improvement in waste management performance.

Use of Hazardous and Toxic Chemicals

The Company does not use hazardous or toxic chemicals in its products and manufacturing processes. Consequently, no specific strategy is required for reducing the usage of such chemicals.

Management of Hazardous Waste

Hazardous wastes generated during operations are identified, classified, labeled and stored separately in designated secured areas equipped with spill prevention and containment measures. The Company minimizes hazardous waste generation through inventory management, process optimization and reuse/recovery initiatives wherever feasible. Hazardous waste is transported and disposed of only through authorized Treatment, Storage and Disposal Facilities in accordance with applicable environmental regulations. Periodic inspections, maintenance of waste manifests and compliance reviews are undertaken to ensure traceability and regulatory compliance.

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

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

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

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

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

Yes, all applicable environmental law/regulations/guidelines of the Government are complied with.

S. No	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agenciessuch as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

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

Essential Indicators

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

The Company is affiliated with 14 trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Transformer Manufacturers' Association (ITMA)	National
2	Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
3	Federation of Indian Export Organisations	National
4	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXIL)	National
5	IMC Chamber of Commerce and Industry	National
6	Confederation of Indian Industry (CII)	National
7	Manufacturers of Petroleum Specialities Association (MOPSA)	National
8	Indian Wind Power Association	National
9	Bombay Chamber of Commerce and Industry (BCCI)	State
10	Electrical Research and Development Association (ERDA)	State
11	Thane Belapur Industries Association	State
12	Dadra & Nagar Haveli Industrial Assocation	State
13	Silvassa Industrial Association	State
14	Mahad Manufacturers' Association	State

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

Name of authority	Brief of the case	Corrective action taken
No such action taken/underway.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

   The Company maintains regular engagement with the local community and other stakeholders to understand and address their concerns. Upon receipt of any grievances or concerns, the Company takes appropirate action to address and resolve the issues raised.

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	2	3
Sourced directly from within the district and neighbouring districts	15	16

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	29.13	30.58
Semi-urban	0	0
Urban	10.22	11.15
Metropolitan	60.65	58.28

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.**

   The Company has a dedicated customer care number 022-22818042 and email id (customersupport@savita.com) on every consumer pack for customers to register queries/complaints/grievances and provide feedback. Upon receipt of queries/complaints/grievances it is addressed and resolved in a timebound manner. Customer feedback are also taken note of and actions are taken if needed.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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	Remarks	Received during the year	Pending resolution at end of year	Remarks
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	0	0	-	0	0	-

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

Category	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.**

The Company is committed towards establishing and improving cyber security preparedness and minimizing exposure to associated risks. The Company follows a multi-pronged approach to mitigate the cyber risks i.e., sensitizing end user on cyber threats through tips and trainings, adopting technologies and tools for detection and response to threats and setting up policies for overall cyber security.

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.**

There were no such actions taken by any regulatory authorities which required corrective actions to be taken against.

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

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

Nil

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

Nil

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

Not Applicable

For and on behalf of the Board

Gautam N. Mehra
Managing Director
(DIN: 00296615)

Mumbai
5th August, 2026