Ref. No.: SIL/CHD/2026-27/04082026
Date: August 04, 2026

To,

The Manager Listing Department BSE Limited (BSE) Corporate Relation Department Phiroze Jeejeebhoy Towers, 25th Floor Dalal Street, Mumbai – 400001	The Manager Listing Department National Stock Exchange of India Ltd (NSE) Exchange Plaza, C-1 Block G, Bandra Kurla Complex, Bandra, Mumbai – 400051
BSE Scrip Code: 526951	**Trading Symbol : STYLAMIND**

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

Dear Sir/Madam,

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

You are requested to kindly take the aforesaid information on record.

Thanking you,

Yours sincerely,

For **Stylam Industries Limited**

Dhiraj Kheriwal
Digitally signed by Dhiraj Kheriwal
Date: 2026.08.04 18:27:53 +05'30'

Dhiraj Kheriwal
Company Secretary & Compliance Officer
Encl: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L20211CH1991PLC011732
2.	Name of the Listed Entity	STYLAM INDUSTRIES LIMITED
3.	Year of Incorporation	28-10-1991
4.	Registered Office Address	SCO 14 SECTOR 7C MADHYA MARG CHANDIGARH
5.	Corporate Address	
6.	Email Address	cs@stylam.com
7.	Telephone	0+172-5021555
8.	Website	www.stylam.com
9.	Financial Year for which reporting is being done	April 01,2025 to March 31,2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11.	Paid-up Capital	84740300.00
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dhiraj Kheriwal Contact: 7508003099 E Mail: cs@stylam.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
14.	Name of assessment or assurance provider	NO
15.	Type of assessment or assurance obtained	NIL

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing	Laminates and allied products	99.41

17. Products/Services sold by the Entity (accounting for 90% of the Entity's turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Laminates and allied products	16219	99.41

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	2	8	10
International	0	0	0

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	80

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

73.60%

c. A brief on Types of customers

Stylam is committed to delivering superior products and exceptional service experiences to its customers. Its diverse customer base includes stockists, distributors, wholesalers, dealers, retailers, OEMs, project and institutional clients, architects, designers, and fabricators. Through its extensive portfolio of high-quality offerings and a customer-centric approach, the Company has built strong and enduring relationships founded on trust, reliability, and consistent value delivery.

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)	514	504	98%	10	2%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	**514**	**504**	**98%**	**10**	**2%**
		WORKERS				
4.	Permanent (F)	728	728	100%	0	0
5.	Other than Permanent (G)	695	695	100%	0	0
6.	**Total workers (F + G)**	**1423**	**1423**	**100%**	**0**	**0**

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)	1	1	100	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

Location	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22.2%
Key Management Personnel	2	1	50%

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	2.48	0	2.48	2.54%	1%	3.54%	1.80%	1.00%	1.80%
Permanent Workers	1.6	0	1.6	2.17%	0%	2.17%	4.00%	0.00%	4.00%

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1	STYLAM PANEL LIMITED	Subsidiary	100.00%	No

VI. CSR Details

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

(ii) Turnover (in Rs.): 11,360,299,946

(iii) Net worth (in Rs.): 8,067,977,222

VI. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principle 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 redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	The company does not have a structured mechanism to receive and grievances at communities	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes, https:// stylam.com/in vestors relation #financials	0	0	Nil	0	0	Nil
Shareholders	Yes, https://stylam.com/in vestors relation #financials	0	0	Nil	3	0	All complaints were resolved

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)(If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, https:// stylam.com/in vestors relation #financials	0	0	Nil	0	0	Yes , The company has a robost system and mechanism in place to speakup for reporting any grievance and complaints for its workers in the policy, which is available at https://www.stylam.com/policies-and-codes. Further complaint of sexual harassement can be made also be submitted at hr@stylam.com in soft copy at as per the POSH policy of the company available on the website of the company.
Customers	Yes, https://stylam.com/contact-us	0	0	Nil	0	0	Yes, the company has the proper system for reporting any grievance and complaints
Value Chain Partners	No	0	0	Nil	0	0	Nil

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 the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sl. 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	Ethics, Accountability and Transparency	R&O	The Company is committed to upholding the highest standards of corporate governance, transparency, integrity, and business ethics across its operations. Its governance framework is designed to promote ethical decision-making, regulatory compliance, accountability, and responsible business conduct. Through well-defined policies, oversight mechanisms, and internal controls, the Company seeks to ensure transparency in its processes and foster a culture of integrity at all levels of the organization. The governance framework supports sustainable business growth, enhances stakeholder confidence, and contributes to the creation of long-term value for all stakeholders.	To strengthen its governance framework and reinforce ethical business conduct, the Company has established a comprehensive set of policies, codes, and procedures that promote compliance, integrity, and accountability across its operations. The Company regularly conducts communication, training, and awareness programmes for employees, the extended workforce, and relevant business partners to foster a culture of ethics and responsible conduct. These initiatives help ensure adherence to the Company's values, applicable regulations, and governance standards. To enhance transparency and stakeholder awareness, several key policies and governance documents are made publicly available through the Company's website, enabling stakeholders to understand the Company's commitments and expectations regarding ethical business practices.	Negative implications

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Safety & Healthy working Conditions	R&O	The Company recognizes occupational health and safety, product quality, and customer satisfaction as key priorities for sustainable business growth. Through its Occupational Health and Safety Management System, the Company focuses on hazard mitigation, periodic risk assessments, safety training, emergency preparedness, and continual improvement of workplace safety to support employee well-being, regulatory compliance, and operational continuity. Guided by its core values of vitality, frugality, and agility, the Company also strives to deliver high-quality products and superior customer experiences, thereby strengthening customer loyalty, enhancing its competitive advantage, and creating long-term value for stakeholders.	The Company has established a robust health and safety framework aligned with its vision of achieving zero harm across its operations. The framework is built on the principles of shared responsibility, proactive risk management, and continuous monitoring of workplace safety performance. Regular assessments of health and safety practices and working conditions are conducted across manufacturing facilities and offices to identify improvement opportunities and implement corrective actions. The management teams at respective facilities, in collaboration with key workers and safety personnel, are responsible for implementing and monitoring safety policies, procedures, and control measures, thereby fostering a strong culture of safety, accountability, and continuous improvement.	Negative Implications
3	Product Safety and Quality	R&O	The Company strives for quality excellence and is guided by its core values of vitality, frugality, and agility in developing products that deliver a positive customer experience. Product quality and safety are recognized as both opportunities and risks for the business. High-quality products enhance customer satisfaction, strengthen customer loyalty, reinforce brand reputation, and provide a competitive advantage, thereby supporting long-term business growth. At the same time, any compromise in product quality or safety may result in regulatory non-compliance, adverse impacts on customers, reputational damage, and potential business losses. Accordingly, the Company places strong emphasis on quality assurance, product stewardship, and compliance throughout the product lifecycle.	The Company's commitment to product responsibility extends beyond manufacturing and sales, with a focus on delivering products that are safe, reliable, and environmentally responsible. Guided by the principle of minimizing environmental impact while maximizing safety, economic value, and social benefits, the Company integrates sustainability considerations across the product lifecycle. This approach supports responsible business practices, enhances customer confidence, and contributes to long-term value creation for stakeholders.	Negative implications
4	Sustainable Procurement	R&O	Sustainable sourcing of raw materials is a key priority for the Company, as it supports supply chain resilience, business continuity, and long-term growth. The Company seeks to procure raw materials through responsible sourcing practices that emphasize quality, reliability, regulatory compliance, and environmental considerations. By fostering strong relationships with suppliers and promoting sustainable procurement practices, the Company aims to ensure a stable supply of raw materials while supporting its long-term business objectives and sustainability commitments.	The Company has established a Sustainable Procurement Policy and a Supplier Diversity Policy to promote socially and environmentally responsible sourcing practices. These policies guide procurement decisions by incorporating sustainability considerations into supplier selection and engagement processes. The approach helps enhance operational efficiency, strengthen supply chain resilience, support responsible business practices, and mitigate potential risks, including regulatory and compliance-related risks.	Negative Implications

Sl. 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)
5	Management of Hazardous Chemicals	R	The Company recognizes that the proper handling of hazardous chemicals is essential for safeguarding employee health and safety and minimizing environmental impacts. Accordingly, it has established procedures for the safe storage, handling, transportation, and disposal of hazardous substances in accordance with applicable regulatory requirements. Through regular training, risk assessments, operational controls, and monitoring mechanisms, the Company seeks to mitigate potential risks and promote a safe and environmentally responsible workplace.	The Company has implemented an Environment, Health and Safety (EHS) Policy that is communicated to all employees and guides its approach towards managing workplace and environmental risks. Regular risk assessments are conducted to identify potential hazards, and the implementation of corrective and preventive actions is systematically monitored until closure. The Company emphasizes the adoption of engineering controls and safe operating practices to reduce risks associated with hazardous chemicals and other operational activities. Periodic training and awareness programmes are conducted to educate employees on hazard identification, risk mitigation, emergency preparedness and response, and the safe handling of hazardous substances. Further, the Company promotes the adoption of inherent safety principles and applicable design standards in new infrastructure projects and is progressively integrating these measures into existing facilities to enhance overall safety performance and operational resilience.	Negative Implications
6	Availability of Natural Resources	R&O	The Company recognizes that human societies and economies depend significantly on biodiversity and ecosystem services provided by nature. Accordingly, it acknowledges natural resource consumption as a key business risk and integrates responsible resource management practices into its operations. The Company is committed to optimizing the use of natural resources through efficiency improvements and sustainable operational practices, thereby supporting environmental conservation, enhancing resource resilience, and contributing to long-term sustainable growth in the face of evolving environmental challenges.	The Company has established a clear roadmap to optimize natural resource consumption across its operations. It aims to achieve Zero Liquid Discharge (ZLD) status at all feasible manufacturing units, supported by robust water conservation measures including reduction, reuse, and recycling of water. The Company is also implementing energy-saving initiatives and leveraging technological advancements to enhance operational efficiency. In addition, energy recovery systems such as heat recovery from processes are being adopted to improve resource efficiency and reduce environmental impact. These initiatives collectively strengthen the Company's commitment to sustainable resource management and environmental stewardship.	Negative implications
7	Economic Performance	O	Strong economic performance is key to the stakeholders of an organization. The Company's efforts have been to ensure sustainable growth for its value chain and the economy.		Positive implication
8	Community development	O	The Company believes in fostering inclusion within the communities in which it operates, thereby contributing to economic and social development for all its stakeholders.		Positive Implication

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the 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	Weblink of the policy : https://stylam.com/investors-relation#financials 1. Policy on Related Party Transactions 2. Policy on Materiality and dealing with related party Transactions 3. Code of Ethics 4. Anti-Bribery Policy 5. Policy relating to Remuneration 6. Risk Management Committee 7. Objective of the Stakeholder Committee 8. Objective of Remuneration 9. Objective of Audit Comm 10. Charter of the Corporate Social Responsibility Committee 11. Archival Policy 12. Business Responsibility Sustainability Policy 13. Policy for Determining Material Subsidiaries 14. Dividend Distribution policy 15. Policy on Succession Planning for the Board and Senior Management 16. Policy for Determination of Material Events 17. Familiarisation Program of Independent Director 18. Policy on Preservation of Documents 19. Risk Management Policy 20. Criteria of Making Payments to Non – Executive Directors of Unpublished Price Sensitive Information 21. Code of Conduct for Prevention of Insider Trading 22. Policy on Related Party transactions 23. Board Diversity Policy 24. TC Appointment of Independent Director 25. Whistleblower policy 26. CSR Policy 27. Prevention of Sexual Harassment Policy 28. Code of conduct 29. Cyber Securities Policy								
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 the Entity's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each principle.	• ISO 14001:2015 Environmental Management System: P1, P2, P3, P6 • ISO 45001:2018 Occupational Health and Safety Management System: P3 • FSC Certification: P2, P6 • GREENGUARD & GREENGUARD Gold: P2, P6 • NSF Certification: P2 • GRIHA: P2, P6 • GreenPro: P2, P6 • GRI Standards: P1–P9 • Universal Declaration of Human Rights (United Nations): P3, P5 • CSR disclosures under Section 135 of the Companies Act, 2013 (CSR Rules, 2014): P8								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The details of the company's sustainability strategy, commitments, goals, targets and progress against targets are available in the sustainability report, which is available in public domain at www.stylam.com								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	Company has set clear goals and targets in this financial year. Performance against these goals will be reviewed and disclosed in the coming years.								
Governance, leadership and oversight									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
This will be drafted by us at a later, by considering the information provided in the Managements Message									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Sachin Bhatla Senior Vice President of the company is the responsible for decision making on sustainability related issues. Mr. Jagdish Gupta, Managing Director of the Company shall be responsible for overseeing the implementation of this policy.								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes								

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

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	Director									Yes , the performance against policies and procedures are reviewed periodically by departmental heads and committee quarterly and annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									The company complies with all applicable statutory and regulatory requirements								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)									
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)					Not applicable				
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCPLE 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	2	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. The topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements	100
Key Managerial Personnel	2	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. The topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements	100

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
Employees other than Board of Directors and KMPs	8	1) Prevention of Sexual Harassment 2) Code of Conduct 3) Legal Metrology 4) Insider Trading 5) Ethics line 6) Well-being and Safety related sessions	100
Workers	150	Job Specific Training, Well-being and Safety related sessions	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:**

	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	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

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

Yes, the Company has adopted an anti-bribery and anti – corruption policy that establishes a zero-tolerance approach towards bribery, corruption, facilitation payments, kickbacks, and other unethical business practices. The policy is applicable to directors, employees, contractors, consultants, suppliers, and other business associates of the company. It provides guidance on ethical business conduct, gifts, and hospitality, interactions with public officials, maintenance of accurate records, and reporting of suspected violations through the whistleblower mechanism. The policy is supported by compliance monitoring measures to promote adherence to applicable anti-bribery and anti – corruption laws.

Weblink: https://stylam.com/assets/front/pdf/cor/policy/anti-bribe-policy-1.pdf

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

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

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

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

NIL

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
i) Number of days of accounts payables	299,480,804,940	169,594,356,645
ii) Cost of goods/services procured	6,139,981,224	5,622,411,699
iii) Number of days of accounts payables	49	30

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. i) Purchases from trading houses	0	0
	ii) Total purchases	6,040,808,622	5,708,774,596
	iii) Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. i) Purchases from top 10 trading houses	3939071444	3153062694
	ii) Total Purchases from trading houses	11979946258	10028015978
	iii) Purchasing from the top 10 trading houses as % of total purchases from trading houses	33	31
Concentration of Sales	a. i) Sales to dealer / distributors	11979946258	10028015978
	ii) Total Sales	11292939289	10250894915
	iii) Sales to dealer / distributors as % of total sales	106	98
	b. Number of dealers / distributors to whom sales are made	1063	1152
	c. i) Sales to top 10 dealers / distributors	3939071444	3153062694
	ii) Total Sales to dealer / distributors	11979946258	10028015978
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	33	31

Parameter	Metrics		FY 2025-26	FY 2024-25
Share of RPTs in	a.	i) Purchases (Purchases with related parties)	3340156	0
		ii) Total Purchases	6040808622	5708774596
		iii) Purchases (Purchases with related parties as % of Total Purchases)	0	0
	b.	i) Sales (Sales to related parties)	271677	4768
		ii) Total Sales	11292939289	10250894915
		iii) Sales (Sales to related parties as % of Total Sales)	0.00	0.00
	c.	i) Loans & advances given to related parties	0	0
		ii) Total loans & advances	0	0
		iii) Loans & advances given to related parties as % of Total loans & advances	0	0
	d.	i) Investments in related parties	10000000	13563000
		ii) Total Investments made	10000000	13563000
		iii) Investments in related parties as % of Total Investments made	100	100

Leadership Indicators

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

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

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

Yes, The Company has established a robust governance framework comprising policies and codes designed to identify, prevent, and manage potential conflicts of interest. Key mechanisms include the Code of Conduct for Directors and Senior Management, Policy on Related Party Transactions, Policy for Determining Material Subsidiaries, Code on Fair Disclosure of Unpublished Price Sensitive Information, Insider Trading Prevention Code, Policy for Determining Materiality, and the Whistle Blower Policy. In addition, the Company conducts periodic training and awareness programmes to promote ethical business practices and enhance employee understanding of conflict-of-interest situations and their appropriate management.

Principle 2:

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators:

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

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	0.29%	0.40%	Incorporate sustainable raw materials in manufacturing without compromising cost and performance parameters and final product developments
Capex	0.00%	0.00%	

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

   No

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

   Nil

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)	The Company follows an Extended Producer Responsibility (EPR) approach for the management of plastic packaging waste generated through its downstream operations. In line with the Plastic Waste Management Rules, 2016, the Company ensures the collection, processing, and environmentally sound disposal of plastic packaging waste through authorized channels. As part of its broader sustainability commitment, the Company promotes the use of recyclable packaging materials, prioritizes packaging with recycled content, and adopts responsible waste management practices to support a circular economy and reduce its environmental footprint.
(b) E-waste	E-waste generated from the Company's establishments is collected, segregated, stored, and disposed of through authorized recyclers and waste management agencies in accordance with applicable regulatory requirements. The Company has established documented procedures under its Environmental Management System for the handling and disposal of e-waste and other waste streams. These practices support responsible resource recovery, regulatory compliance, and the Company's broader commitment to environmental stewardship and sustainable waste management.
(c) Hazardous waste	Hazardous waste generated from the Company's manufacturing units and warehouses is identified, segregated, stored, transported, and disposed of through authorized waste management agencies in accordance with applicable environmental regulations. The Company follows established waste handling procedures to ensure the safe management of hazardous materials, minimize environmental risks, and promote responsible disposal practices. These measures form part of the Company's broader commitment to environmental protection, regulatory compliance, and sustainable operations.
(d) other waste.	Other waste streams generated from the Company's operations are managed and disposed of in accordance with applicable regulatory requirements and relevant waste management standards. The Company follows documented procedures for the segregation, handling, storage, and disposal of waste to ensure environmentally responsible management and minimize the impact of its operations on the environment. These practices support the Company's commitment to resource efficiency, regulatory compliance, and sustainable waste management.

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 the Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, The Company is covered under the Extended Producer Responsibility (EPR) framework in accordance with the Plastic Waste Management Rules, 2016. To comply with the applicable requirements, the Company ensures the collection, processing, and environmentally sound management of plastic packaging waste through authorized mechanisms. These initiatives support regulatory compliance, promote responsible waste management practices, and contribute to the Company's commitment towards sustainability and the circular economy.

Leadership Indicators –

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
16219	Laminate & Allied Products	99.41	Cradle to grave	Yes	https://www.stylam.com/investors-relation#financials

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
Laminate & Allied Products	Acidication Potential	Increased the recycled content in the product.
	Eutrophication Potential	Increased the recycle content in the product.
	Global Warming Potential	Use Biomass/Biofuels
	Water Use	Water conservation and recycling measures

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
Nil	Nil	Nil

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	0.00	0.00	0.00	0.00	9.04
E-waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste	0.00	0.00	4.84	0.00	0.00	3.25

Other Waste:

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Sanding dust	0.00	0.00	962.75	0.00	0.00	758.96
Sanding dust – acy	0.00	0.00	76.57	0.00	0.00	133.42
Kraft paper	0.00	0.00	160.02	0.00	764.79	233.74
Bopp	0.00	0.00	56.47	0.00	0.00	58.4
Scrap	0.00	0.00	2520.833	0.00	0.00	1944.715
PLASTICS	0.00	0.00	12.61	0.00	0.00	9.04

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	Nil

Principle 3:

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential indicators:

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

Category	Total (A)	% of employees covered by									
		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	504	66	13.09%	504	100%	0	0	0	0	0	0
Female	10	0	0	10	100%	10.00	100%	0	0	0	0
Total	**514**	**66**	**13.09%**	**514**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**
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	Total (A)	% of workers covered by									
		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	728	629	86%	728	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**728**	**629**	**86%**	**728**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**
Other than Permanent Workers											
Male	695	695	100%	695	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**695**	**695**	**100%**	**695**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

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

	FY 2025-26	FY 2024-25
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	27770864	20895646
ii) Total revenue of the company	11292939289	10250894915
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.25%	0.20%

2. **Details of retirement benefits, for Current 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	99%	100%	Yes	97.93%	100.00%	Yes
Gratuity	100%	100%	Yes	100.00%	100.00%	Yes
ESI	13%	86%	Yes	13.23%	87.78%	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 Company in this regard.

Yes , the Company's premises and offices are designed to be accessible to differently abled employees and workers in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The facilities are equipped with appropriate infrastructure and accessibility features to facilitate safe and convenient access and movement within the workplace. The Company remains committed to fostering an inclusive work environment and continues to evaluate opportunities to enhance accessibility and equal participation for all employees.

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, The Company has an Equal Opportunity Policy in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The policy promotes equal opportunity, non-discrimination, inclusion, and accessibility for persons with disabilities across the employment lifecycle. It reflects the Company's commitment to providing a fair and inclusive workplace and ensuring equal access to employment opportunities, workplace facilities, and professional development.

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

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

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 Other than permanent workers Permanent employees Other than permanent employees	The Company has established multiple grievance redressal mechanisms to enable employees and workers to raise concerns and seek timely resolution of issues. These mechanisms include the HR Help Desk, Grievance Redressal Register, dedicated channels for reporting complaints under the Prevention of Sexual Harassment (POSH) framework, and a Whistle Blower Mechanism. Employees and workers may report concerns relating to workplace issues, unethical conduct, policy violations, or other grievances through the prescribed communication channels. Complaints received through the whistleblower mechanism are reviewed by the Ethics Committee, which ensures confidentiality and appropriate action. The Company is committed to maintaining a transparent, safe, and inclusive work environment by providing accessible and effective grievance redressal processes. POSH complaints can be submitted in soft copy at HR@stylam.com

7. **Membership of employees and workers 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	514	0	0.00%	491	0	0.00%
- Male	504	0	0.00%	484	0	0.00%
- Female	10	0	0.00%	7	0	0.00%
Total Permanent Workers	728	0	0.00%	655	0	0.00%
- Male	728	0	0.00%	655	0	0.00%
- Female	0	0	0.00%	0	0	0.00%

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)
Permanent employees										
Male	504	66	13.09%	504	100%	504	66	13.09%	504	100%
Female	10	0	0	10	100%	10	0	0	10	100%
Total	**514**	**66**	**13.09%**	**514**	**100%**	**514**	**66**	**13.09%**	**514**	**100%**
Other than Permanent employees										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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	504	504	100.00%	484	484	100.00%
Female	10	10	100.00%	7	7	100.00%
Total	**514**	**514**	**100.00%**	**491**	**491**	**100.00%**
Workers						
Male	728	728	100.00%	655	655	100.00%
Female	0	0		0	0	0.00%
Total	**728**	**728**	**100.00%**	**655**	**655**	**100.00%**

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 and Safety (OH&S) Management System in accordance with the requirements of ISO 45001:2018. All of the Company's manufacturing facilities are covered under the certification, reflecting its commitment to maintaining a safe and healthy workplace for employees, workers, contractors, and visitors. The OH&S framework facilitates the identification and mitigation of workplace risks, promotes a strong safety culture, and supports continual improvement in health and safety performance across operations.

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

The company identifies all the potential work – related incident risk through the hazard identification process and conducts a likelihood assessment to estimate the frequency or probability of occurrence. Risk reduction measures are implemented to prevent incidents (reduce the likelihood of occurrence) or to control incidents (limit the extent and duration of a hazardous event) and to mitigate the adverse effects or consequences.

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

Yes, The company has established processes and reporting mechanisms that enable the workers to identify and report work – related hazards , unsafe conditions, near – miss incidents, and safety concerns. Workers are encouraged to promptly communicate such risks to their supervisors, safety personnel or thorough designated reporting channels. The company's occupational Health and safety management system provides for the assessment and mitigation of identified risks and empowers workers to refrain from work in situations that may pose an imminent risk to their health or safety until appropriate corrective measures have been implemented . These practices reinforce the company's commitment to maintaining a safe and healthy workplace across all operations.

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

Yes , all our employees are covered with either medical insurance of ESI benefits for non – occupational medical and healthcare services.

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	0.00
	Workers	0	0.00
Total recordable work-related injuries	Employees	0	0.00
	Workers	0	0.00
No. of fatalities	Employees	0	0.00
	Workers	0	0.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0.00
	Workers	0	0.00

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

The Company is committed to providing a safe and healthy workplace for all employees, workers, contractors, and visitors. It has implemented an Occupational Health and Safety (OH&S) Management System certified to ISO 45001:2018, covering all its manufacturing facilities. The Company undertakes regular hazard identification and risk assessment exercises, safety inspections, preventive maintenance of equipment, and compliance monitoring to mitigate workplace risks. Periodic safety training, awareness programmes, emergency preparedness and response drills, use of personal protective equipment (PPE), and incident reporting mechanisms are in place to strengthen the safety culture across operations. The Company also provides occupational health facilities and promotes employee well-being through continuous improvement of its health and safety practices.

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

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

14. **Assessments for the year:**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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

Nil

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N) Yes

(B) Workers (Y/N) Yes

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

Periodic inspections are performed at the value chain partners to ensure that statutory dues are deducted are deposited as per due dates. For the contractors , Plant HR teams conducts regular audits to ensure that all contractual employees are paid their statutory clues as per statutory timelines.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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

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

Yes. The Company provides appropriate transition support to employees in connection with retirement, separation, or other employment transitions. Such support may include knowledge-transfer processes, retirement planning assistance, final settlement and benefits guidance, career counselling, and other measures aimed at facilitating a smooth transition. The Company strives to ensure that employees are treated with dignity and respect throughout the separation process while supporting their continued employability and career development wherever feasible.

5. **Details on assessment of value chain partners:**

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

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

No risk was identified during the reporting period.

Principle 4:

Business 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.**

   Stakeholders are integral to the Company's growth and governance framework. The Company recognizes the importance of engaging with stakeholders, understanding their concerns, and fostering collaborative relationships. Its multi-stakeholder approach focuses on identifying stakeholder expectations and addressing them proactively through targeted initiatives and programs. Stakeholders are identified based on the extent of their impact on the Company's operations and the Company's impact on them. Key stakeholders are prioritized to better understand their needs and expectations. Engagement mechanisms include surveys (such as those for suppliers, customers, and employees), workshops, virtual meetings, regular interactions with CSR teams, impact assessments, and investor meetings.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Workforce	No	Trainings, communications , Meetings , Email Communications , Employee satisfaction survey , Employee engagement activities , open forums , Live chat	Quarterly	• Skill development and training requirements • Workplace satisfaction • Health and safety • Employee engagement and involvement • Career progression • Emotional and mental well-being • Infrastructure improvements
Users/ Applicators	No	Trainings, Field meetings , Telephonic Conversations , Help Desk , Email interaction	Ongoing	• Skill development product application • Training • Loyalty program • Quality of the product • New product development design ideas • Community initiatives
Customers	No	-	Ongoing	• Availability of the product • Pricing of the product Quality of the product • New product development Logistics • Efficient service • Grievance redressal and transparency Information on the safe use of products • Complaint management

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	-	Ongoing	• Financial • Performance • Business growth • Business strategy • Transparency • Corporate • Governance • Social responsibility • Sustainability
Dealers	No	-	Ongoing	• Product availability • Product portfolio • New product development • Market trend
Suppliers	No	-	Ongoing	• Long-term association • -Innovation • Opportunities • Supply consistency • Material pricing
Local Communities	No	-	Ongoing	• Health • Education • Indirect economic • Impact • Sanitation
Non – governmental Organizations	No	-	Ongoing	• Support on implementation of program in Company's focus • Areas Support for community based organizations
Regulatory authorities	No	-	Need Based	• Regulatory compliance • Community initiatives
Board of Directors	No	-		• Role and Responsibility of the Board of Directors defined under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015. Therefore, the Board and its committees meet from time to time to discuss and approve regulatory and other agenda items pertaining to the operations of the Company.

Leadership Indicators

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

   The Company has established various Board-level committees to oversee and safeguard the interests of its stakeholders. The Board provides strategic direction and oversight on key Environmental, Social, and Governance (ESG) initiatives, monitors progress against sustainability objectives, and guides management on future priorities and action plans. Stakeholder engagement and consultation are undertaken on an ongoing basis through the management team and relevant functional departments to understand and address stakeholder expectations. The management regularly updates the Board on key performance indicators, significant developments, project progress, and material matters arising from stakeholder concerns, thereby ensuring effective governance, transparency, and accountability in decision-making.

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, The Company has undertaken a materiality assessment exercise by considering inputs and feedback from both internal and external stakeholders to identify and prioritize the ESG topics that are most relevant to its business and stakeholders. The outcomes of the assessment are used to guide the Company's sustainability strategy, risk management approach, and stakeholder engagement initiatives. In addition, the insights derived from the materiality assessment support informed decision-making regarding Corporate Social Responsibility (CSR) initiatives and the allocation of resources towards areas of significant social, environmental, and community impact.

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

   Stylam Industries through its Corporate Social Responsibility (CSR) initiatives engages with the local communities to improve the basic infrastructure facilities. The company engages with stakeholder groups based on their needs and provide support to them, whatever extent possible and feasible through its community development initiatives and social development programs.

Principle 5:

Business should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	504	504	100.00%	491	491	100.00%
Other than Permanent	10	10	100.00%	0	0	0.00%
Total Employees	**514**	**514**	**100.00%**	**491**	**491**	**100.00%**
Workers						
Permanent	728	728	100.00%	655	655	100.00%
Other than Permanent	695	695	100.00%	674	674	100.00%
Total Workers	**1423**	**1423**	**100.00%**	**1329**	**1329**	**100.00%**

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										
Male	504	504	100.00%	0	0	484	0	0.00%	484	100.00%
Female	10	10	100.00%	0	0	7	0	0.00%	7	100.00%
Other than Permanent										
Male	0	0	0	0	0	0	0	0.00%	0	0.00%
Female	0	0	0	0	0	0	0	0.00%	0	0.00%
Workers										
Permanent										
Male	728	728	100.00%	0	0	655	0	0.00%	655	100.00%
Female	0	0	0	0	0	0	0	0.00%	0	0.00%
Other than Permanent										
Male	695	695	100.00%	0	0	674	0	0.00%	674	100.00%
Female	0	0	0	0	0	0	0	0.00%	0	0.00%

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	65,797,314	0	0
Key Managerial Personnel	2	7,145,454	0	0
Employees other than BoD and KMP	674	353,393	11	864,493
Workers	907	148,394	0	0

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

	FY 2025-26	FY 2024-25
Gross wages paid to females	9,413,219	7,163,513
Total wages paid to all the employees	880,529,717	772,355,590
Gross wages paid to females as % of total wages	1%	1%

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

Yes. The Company has designated responsible personnel at each facility to address human rights-related concerns, grievances, and potential impacts arising from its operations. These individuals are responsible for facilitating the timely identification, reporting, assessment, and resolution of human rights issues in accordance with the Company's policies and applicable legal requirements. The Company is committed to upholding human rights principles and fostering a respectful, safe, and inclusive work environment for all employees, workers, and other stakeholders.

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

Yes. The Company has established a Privacy Policy and Fair Work Practice Guidelines to uphold and protect human rights across its operations. Employees and other stakeholders may report concerns relating to human rights, workplace conduct, discrimination, harassment, privacy, or other related matters through designated grievance redressal channels, including the Human Resources function. The Company has also designated a Nodal Officer, Mr. Harish Jamwal, Vice President – Human Resources, to oversee the handling and resolution of such concerns.

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

The details are provided below:

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

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
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company has implemented a Prevention of Sexual Harassment at Workplace (POSH) Policy in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Internal Committees (ICs) have been constituted at all applicable locations to address complaints and ensure a fair, impartial, and confidential redressal process. The policy provides safeguards against retaliation and victimization for individuals who report concerns in good faith.

To strengthen awareness and compliance, all new employees and workers undergo POSH training as part of their induction programme, which includes an assessment and acknowledgement of the policy. Existing employees participate in annual refresher training sessions followed by assessments to reinforce understanding of key policy provisions and expected workplace conduct. The Company also promotes awareness through the display of POSH communication materials across its facilities, including details of Internal Committee members and reporting channels. In addition, employees are encouraged to periodically assess their awareness through POSH-related quizzes and learning initiatives. These measures reflect the Company's commitment to fostering a safe, respectful, inclusive, and harassment-free workplace for all.

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

No

10. **Assessment for the year:**

	% of the entity's plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Sexual Harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Other- please specify	0.00%

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 human rights related risk nor concern was identified during the assessment.

Leadership Indicators

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

   The Company is committed to upholding and respecting internationally recognized human rights principles across its operations and value chain. This commitment is embedded within its Code of Conduct and various internal policies that promote ethical behaviour, dignity, equality, non-discrimination, and fair treatment in the workplace. The Company regularly conducts training and awareness programmes to sensitize employees on human rights, ethical conduct, workplace practices, and freedom of association. In addition, the Company engages with customers and other business partners on these commitments through contractual requirements and compliance-related interactions. During the reporting period, no human rights grievances or concerns necessitated the modification or introduction of specific business processes, reflecting the effectiveness of the existing governance and grievance redressal mechanisms.

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

   The Company provides training to employees and workers during the induction process on its Code of Conduct, which encompasses key human rights principles and workplace ethics. The training covers topics such as the prohibition of child labour, prevention of discrimination and harassment, promotion of diversity and inclusion, equal opportunity, fair treatment, and respect for human dignity. Through periodic awareness programmes and communication initiatives, the Company seeks to reinforce these principles and foster a culture of integrity, respect, and responsible conduct across its operations.

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

   Yes, The Company's premises and offices are accessible to differently abled visitors in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Appropriate accessibility measures have been incorporated to facilitate safe, convenient, and dignified access to the Company's facilities. The Company remains committed to fostering an inclusive environment for all visitors and continuously evaluates opportunities to enhance accessibility and remove barriers to participation.

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	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

   No significant risk was identified during the reporting period.

Principle 6:

Business should respect and make efforts to protect and restore the environment.

Essential indicators

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

Parameter	FY 2025-2026	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	**0.00**	**0.00**
From non-renewable sources		
Total electricity consumption (D)		
Total fuel consumption (E)	69,641.00	65,876.00
Energy consumption through other sources (F)	6,32,173.00	5,85,771.00
Total energy consumed from non- renewable sources (D+E+F)	**0.00**	**0.00**
Total energy consumed (A+B+C+D+E+F)	**7,01,814.00**	**6,51,647.00**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	7,01,814.00	6,51,647.00
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	0.000062146	0.0000635697
Energy intensity in terms of physical output	0.001392076	0.001423962
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	

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.**

   No

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

Parameter	FY 2025-2026	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0.00	0.00
(ii) Groundwater	2,32,155	23,1320.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**2,32,155.00**	**2,31,320.00**
Total volume of water consumption (in kilolitres)	**1,83,649.00**	**2,09,043.00**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000016263	0.0000203926
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000364275	0.000456795
Water intensity in terms of physical output	0.00	0.00
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.		

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	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	48506.00	22277.00
- No treatment	48506.00	22277.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kiloliters)	**48506.00**	**22277.00**
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.		

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

No , they are aiming to achieve the Zero liquid policy across all their locations .

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx		Nil	Nil
SOx		Nil	Nil
Particulate matter (PM)		Nil	Nil
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others – please specify		Nil	Nil
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	The Company is currently in the process of identifying emission sources and establishing a structured mechanism to systematically track all relevant data. Methodologies for accurate calculation are being developed, ensuring consistency and reliability. This framework will enable comprehensive disclosure of emissions in the upcoming reporting cycle.		
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
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)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			

Parameter	Unit	FY 2025-26	FY 2024-25
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.			

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

No

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)**	12.61	9.040
E-waste **(B)**	0.00	0.00
Bio-medical waste **(C)**	0.00	0.00
Construction and demolition waste **(D)**	0.00	0.00
Battery waste **(E)**	0.00	0.00
Radioactive waste **(F)**	0.00	0.00
Other Hazardous waste. Please specify, if any. **(G)**	4.84	0.00
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G + H)	**17.45**	**9.040**
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00	0.00000000088187
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.000000019754
Waste intensity in terms of physical output	0.00	0.00
Waste intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
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	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total		**0.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Category of waste	Category of waste
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	**0.00**	**0.00**
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.		

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

The Company has implemented an Environmental Management System (EMS) as part of its Integrated Management System to ensure the effective management of environmental aspects arising from its operations. Documented procedures have been established for the identification, segregation, handling, storage, transportation, treatment, and disposal of various waste streams, including hazardous waste, e-waste, battery waste, solid waste, plastic waste, and other operational wastes. All waste generated from the Company's operations is managed in accordance with these procedures and applicable regulatory requirements. Through these measures, the Company seeks to minimize environmental impacts, promote resource efficiency, and support responsible waste management practices across its facilities.

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
NIL					

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

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

Leadership Indicators -

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

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

(i) Name of the area – Manaktabra and Panchkula

(ii) Nature of operations – Manufacturing of Laminates and allied products

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

Parameter	FY 2025-2026	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	232155.00	231320.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kiloliters)	**0.00**	**0.00**
Total volume of water consumption (in kiloliters)	**232155.00**	**231320.00**
Water intensity per rupee of turnover (Water consumed / turnover)	183649.00	209043.00
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

Parameter	FY 2025-2026	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) Into Groundwater	48506.00	22277.00
- No treatment	48506.00	22277.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	**48506.00**	**22277.00**
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.		

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	The Company is currently in the process of identifying emission sources and establishing a structured mechanism to systematically track all relevant data. Methodologies for accurate calculation are being developed, ensuring consistency and reliability. This framework will enable comprehensive disclosure of emissions in the upcoming reporting cycle.		
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, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			

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

   Not applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NIL			

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

   The Company has established a comprehensive emergency preparedness and response framework integrated within its management system to effectively manage emergency situations and minimize potential risks to human health, safety, and the environment. Potential emergency scenarios have been identified, and clear roles, responsibilities, and escalation procedures have been defined for relevant personnel to ensure a coordinated and timely response. The Company conducts periodic mock drills and emergency response exercises to assess preparedness, test the effectiveness of emergency procedures, and identify opportunities for improvement. In addition, regular training and awareness programmes are organized for employees, workers, and emergency response teams to strengthen their ability to respond effectively during actual emergency situations. These measures support the Company's commitment to operational resilience, workplace safety, and environmental protection.

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

   NIL

7. **% of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

   NIL

8. **How Many green credits have been generated or produced**

   a. By the listed entity

      Nil

   b. By the top ten (in terms of value of purchase and sales respectively) value chain partners

      NA

Principle 7:

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

Essential indicators

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

      Zero

   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)
	Nil	

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 the authority	Brief of the case	Corrective action taken
	NIL	

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
			Nil		

Principle 8:

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the 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 currently does not have a formalized mechanism dedicated to receiving and redressing grievances from local communities. However, the Company recognizes the importance of maintaining open and constructive engagement with communities surrounding its operations and remains committed to strengthening its stakeholder engagement practices. The Company intends to develop and implement a structured community grievance redressal mechanism that will facilitate the timely receipt, assessment, and resolution of community concerns in a transparent and accountable manner. This initiative will further support the Company's commitment to responsible business practices and positive community relations.

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

	FY 2025-2026	FY 2024-25
Directly sourced from MSMEs/small producers	4.07%	8.79%
Directly from within India	28.84%	7.29%

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 2025-2026	FY 2024-25
Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	844	773
ii) Total Wage Cost	344950979	304836623
iii) % of Job creation in Rural areas	64.00%	58.00%
Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	290	330
ii) Total Wage Cost	148963472	188280310
iii) % of Job creation in Semi-urban areas	28.00%	36.00%

Location	FY 2025-2026	FY 2024-25
Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	108	43
ii) Total Wage Cost	43072115	31321711
iii) % of Job creation in Urban areas	8.00%	6.00%
Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Metropolitan areas	0.00%	0.00%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)		

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
	NIL		

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

   No. The Company currently does not have a formal preferential procurement policy that provides specific preference to suppliers comprising marginalized or vulnerable groups. However, supplier selection and procurement decisions are undertaken through a fair, transparent, and objective process based on factors such as quality, cost, reliability, compliance, and business requirements. The Company remains committed to promoting responsible and inclusive business practices and may explore opportunities to strengthen supplier diversity and inclusivity within its procurement framework in the future.

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

   Not applicable

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

   Not applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by the 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:**

NIL

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups

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 implemented an online complaint management system to record, track, and address customer complaints in a systematic and timely manner. All complaints received are reviewed and investigated to identify the underlying root causes, following which appropriate corrective and preventive actions are implemented to prevent recurrence. The Company maintains regular communication with the complainant throughout the resolution process and provides feedback on the actions taken. This structured approach enables the Company to enhance customer satisfaction, improve product and service quality, and strengthen its commitment to continuous improvement and responsive customer engagement.

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	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

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

	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	Nil	0	0	Nil
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:**

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	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 Company has established policies, procedures, and controls to manage cyber security risks and safeguard data privacy across its operations. The framework is designed to protect information assets, maintain the confidentiality, integrity, and availability of data, and ensure compliance with applicable legal and regulatory requirements. The Company undertakes measures such as access controls, network and system security, data protection practices, employee awareness initiatives, and periodic monitoring of cyber risks to strengthen its cyber resilience. Through these measures, the Company seeks to mitigate information security threats and promote the responsible handling of sensitive and confidential information.

   Link -https://www.stylam.com/assets/front/pdf/cor/policy/Stylam-Cyber-Security-Policy.pdf

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

   No

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

	Provide the following information relating to data breaches:
a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	0

Leadership Indicators

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

   Information relating to the Company's products, services, business operations, sustainability initiatives, and other corporate disclosures is available through the Company's official website. The website serves as a comprehensive platform for stakeholders to access product information, technical specifications, certifications, corporate announcements, investor-related information, and other relevant updates. The Company regularly updates the website to ensure that customers and other stakeholders have access to accurate, timely, and relevant information regarding its products and services.

   Web-link: https://stylam.com

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

   As a B2B organization, the Company places significant emphasis on product stewardship, regulatory compliance, and customer assurance. During the course of business, the Company provides declarations regarding compliance with applicable requirements such as REACH and IMDS, thereby offering transparency on product composition and safety aspects. Product development processes incorporate relevant compliance validation checks to ensure that products meet customer specifications and applicable regulatory expectations. In addition, the Company follows established packaging and shipping practices, with packaging dimensions and weight specifications mutually agreed upon with customers in accordance with applicable industry and global standards. These measures help ensure product safety, regulatory compliance, and customer confidence throughout the product lifecycle and supply chain.

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

   Not Applicable

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

   Yes. The Company actively engages with its customers to assess their satisfaction with its products, services, and overall business relationship. Customer feedback is gathered through regular interactions, complaint management mechanisms, business reviews, technical discussions, and other engagement channels. The insights obtained are analyzed and used to identify areas for improvement, enhance product quality, strengthen service delivery, and address customer expectations. This continuous feedback process supports the Company's commitment to customer satisfaction, product excellence, and long-term customer relationships.