

August 20, 2026
SEL/SEC/2026-2027/30

BSE Limited Department of Corporate Services P. J. Towers, 25th Floor, Dalal Street, Mumbai- 400 001 Ref: 532509	National Stock Exchange of India Ltd Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra (E) Mumbai- 400 051 Ref: SUPRAJIT
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Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the FY2025-26.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of the Business Responsibility and Sustainability Report of the Company for the Financial year 2025-26.

For Suprajit Engineering Limited

Medappa Gowda J
CFO & Company Secretary

Encl: as above

THE GLOBAL GOALS: WHAT ARE SDGs?

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015. They provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.



Comprising 17 interconnected goals, they address the most urgent global challenges, including climate change, economic inequality, and sustainable consumption. For a global engineering leader like us, these goals serve as a compass, guiding our transition toward a more resilient and inclusive industrial future. We believe that by aligning our business objectives with these global priorities, we create long-term value for our shareholders while safeguarding the ecosystems we operate in.

SUPRAJIT'S ALIGNMENT WITH SDGs

At Suprajit Engineering Limited, we recognize that our global footprint as a Tier-1 automotive supplier carries a responsibility toward the 2030 Agenda for Sustainable Development. We have mapped our material topics, ranging from energy efficiency to innovation, against the United Nations Sustainable Development Goals (SDGs). This integration ensures that our operational excellence contributes directly to global environmental and social targets.

While we support the spirit of all 17 goals, Suprajit Engineering has identified specific areas where our engineering precision and operational scale can move the needle most effectively:

ENVIRONMENTAL STEWARDSHIP

SDG 7 (Clean Energy)

Powering our growth through 2,929 kWp of solar capacity and procuring 5.89 million units of green energy annually.



SDG 12 & 13 (Climate & Production)

Committing to Circular Economy through EPR registration and reducing air pollution via PNG installation in NCR plants.

SDG 6 (Clean Water)

Ensuring resource circularity through Sewage Treatment Plants (STP) and mandatory Rainwater Harvesting in all new projects.



SOCIAL RESPONSIBILITY

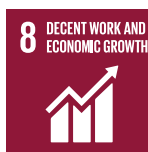


SDG 4 (Quality Education)

Transforming lives via the Suprajit Foundation, focusing on school infrastructure and rural healthcare.

SDG 8 (Decent Work)

Cultivating a safety-first culture and embedding ethical conduct and fair market practices through continuous employee training and awareness initiatives.



RESPONSIBLE BUSINESS CONDUCT



SDG 9 (Industry & Innovation)

Modernizing infrastructure with high-efficiency air compressors and injection molding to minimize industrial waste.

SDG 16 (Strong Institutions)

Upholding transparency with a Zero-Tolerance policy for corruption and achieving ISO 27001 for data security.



As we move toward 2030, we remain committed to refining our manufacturing processes and strengthening our social initiatives to ensure that our growth contributes to an equitable and sustainable world. We will continue to measure, monitor, and report our progress with the transparency our stakeholders expect and deserve.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)
SECTION A: GENERAL DISCLOSURES
I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L29199KA1985PLC006934
2	Name of the Listed Entity	Suprajit Engineering Limited
3	Year of Incorporation	1985
4	Registered Office Address	#100 & 101, Bommasandra Industrial Area, Bengaluru - 560 099
5	Corporate Address	#100 & 101, Bommasandra Industrial Area, Bengaluru - 560 099
6	E - mail id	investors@suprajit.com
7	Telephone	+91 80 - 43421100
8	Website	www.suprajit.com
9	Financial year for which reporting is being done	1 st April 2025 - 31 st March 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) and National Stock Exchange (NSE)
11	Paid up Capital (INR)	₹ 13,71,71,147
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Medappa Gowda J. Chief Financial Officer & Company Secretary Contact: +91 80 - 43421100 Email: medappa.gowda@suprajit.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 assurance provider	NA
15	Type of assurance obtained	NA

II. Products / Services - As on 31st March, 2026
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	Automotive components	Manufacturing of Automotive cables, Halogen Lamps, Speedometers, and other automotive components	100%

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

Sl. No.	Product / Service	NIC Code	% of total contributed Turnover
1	Automotive Cables, Automotive Lamps and Speedometers	29301	100%

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	18	0	18
International*	0	0	0

*International market is covered through our subsidiary companies.

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States and Union Territories)	28 States and 8 UT
International (No. of Countries)	11

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

Exports contribution is 10% of the total turnover of the entity on a standalone basis.

c) A brief on types of customers

Suprajit is the third largest manufacturer of control cables in the world (by volume) producing more than 300 million cables a year. As a global leader in the automotive cables and halogen bulb industry, Suprajit Engineering Limited serves both domestic and international customers.

Suprajit's customers comprise leading global and domestic Original Equipment Manufacturers (OEMs), Tier-1 automotive suppliers, aftermarket distributors, and industrial equipment manufacturers across the automotive and non-automotive sectors. The Company serves customers in two-wheelers, passenger vehicles, commercial vehicles, off-highway equipment, agricultural machinery, industrial applications, and specialty lighting markets through its diversified global manufacturing and distribution network.

IV. Employees

20. Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% B / A	No. (C)	% C / A
EMPLOYEES						
1.	Permanent (D)	1016	939	92%	77	8%
2.	*Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1016	939	92%	77	8%
WORKERS						
4.	Permanent (F)	817	740	91%	77	9%
5.	*Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	817	740	91%	77	9%

*We engage temporary employees and workers across our manufacturing locations as needed, depending on production volumes. Since order quantities from OEMs and market demand fluctuate throughout the year, our workforce requirements vary accordingly, prompting us to adapt our staffing levels to meet these dynamic conditions.

b) Differently abled Employees and workers:

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

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	1	0	0

22. Turnover rate for permanent employees and workers

	Turnover rate FY 2025-26			Turnover rate FY 2024-25			Turnover rate FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.9%	19.1%	18.0%	10%	2%	12%	7%	1.5%	8.50%
Permanent Workers	3.4%	0.0%	3.0%	0.80%	0.20%	1%	0.70%	0.00	0.70%

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

23. (a) Names 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 listed entity	Does the entity indicate at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Suprajit Europe Limited (UK)	Subsidiary	100%	No
2	Suprajit Automotive Private Limited (India)	Subsidiary	100%	No
3	Suprajit USA, INC	Subsidiary	100%	No
4	Luxlite Lamps SARL, Luxembourg	Subsidiary	100%	No
5	*Wescon Controls LLC	Subsidiary	100%	No
6	*Suprajit Morocco SARL	Subsidiary	100%	No
7	*Suprajit Brownsville LLC, (USA)	Subsidiary	100%	No
8	*Suprajit Germany GmbH, Germany	Subsidiary	100%	No
9	*Shanghai Lone Star Cable Co. Ltd	Subsidiary	100%	No
10	Suprajit Mexico S. de R.L. de C.V., (Mexico)	Subsidiary	100%	No

11	*Suprajit Hungary Kft.	Subsidiary	100%	No
12	*Suprajit Canada Limited	Subsidiary	100%	No
13	*Suprajit (Jiaxing) Automotive Systems Company Limited, China	Subsidiary	100%	No
14	Suprajit Chuhatsu Control Systems Private Limited	Subsidiary	100%	No

*Indirect Holding (step down subsidiary) of Suprajit Engineering Limited

The subsidiaries operate under their respective Sustainability Management Systems, which are tailored to their individual operational contexts, business requirements, and sustainability priorities. These systems provide a structured framework for managing, monitoring, and improving their environmental, social, and governance performance.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes
(ii) Turnover (in ₹) - ₹18,399.25 Million (FY 2025-26)
(iii) Net worth (in ₹)- ₹16,078.54 Million (As on 31st March'26)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes* https://suprajit.com/investors/contact-details/	0	-	-	0	-	-
Investors (other than shareholder)	Yes** https://suprajit.com/investors/contact-details/	0	-	-	0	-	-
Shareholders	Yes** https://suprajit.com/investors/contact-details/	13	0	-	3	0	-
Employees and workers	Yes*** Available on Suprajit intranet	8	0	-	3	0	-
Customers	Yes**** https://suprajit.com/investors/contact-details/	0	-	-	0	-	-
Value Chain Partners	Yes* https://suprajit.com/investors/contact details/	0	-	-	0	-	-
Other (please specify)		-	-	-	-	-	-

The Company has established various policies and mechanisms to address and resolve stakeholder grievances and concerns. These include the Code of Conduct, Whistleblower Policy, Non-Discrimination and Sexual Harassment Redressal Policy, Labour & HR Policy and Customer Complaints procedures.

These policies are available on the Company's official website at www.suprajit.com for easy access by employees and other stakeholders.

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

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

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	Waste Management & Circular Economy	Opportunity	Embracing circular economy principles through waste reduction, reuse, and recycling helps minimize landfill dependency and promotes resource efficiency.	Implement 3R strategies (Reduce, Reuse, Recycle), Monitor hazardous waste handling practices Train employees on waste segregation and engage with authorized recyclers and disposal vendors	Negative Impact
2	Energy Consumption	Risk	Energy costs form a significant portion of operational expenditure. Fluctuations in energy prices and regulations can impact profitability.	This is managed through forecasting of potential regulatory impacts on our costs and initiating mitigation action to reduce this through our operational performance, including energy efficiency investment, long term price modelling and energy procurement and renewable electricity targets.	Negative Impact
3	Reduce Carbon Footprint	Opportunity	Minimizing carbon emissions is vital to addressing climate change and meeting evolving environmental compliance standards. It also creates opportunities to boost operational efficiency, lower costs, and position.	We are actively working to lower its carbon footprint by integrating energy efficient technologies in operations, streamlining logistics to cut transport-related emissions, and prioritizing procurement of renewable and sustainable materials. Further, we promote a culture of environmental consciousness through employee engagement initiatives focused on climate action.	Positive Impact
4	Cybersecurity & Data Protection	Risk	Increasing digitalization exposes the company to data breaches and cyber threats, potentially affecting customer data, internal systems, and compliance.	We have adopted multi-layered data security protocols, conducts regular IT audits, and ensures employee training on data protection. Our IT department actively monitors vulnerabilities and maintains incident response mechanisms.	Negative Impact
5	Occupational Health & Safety	Risk	Ensuring a safe working environment is critical. Workplace accidents can disrupt operations and affect employee morale and compliance status.	We follow strict EHS guidelines across all manufacturing units. Regular safety audits, safety training sessions, PPE usage monitoring, and root cause analysis of incidents help mitigate health and safety risks.	Negative Impact

6	Sustainable Supply Chain & Responsible Sourcing	Both	Risk: Potential disruptions due to supplier non-compliance with labor / environmental laws. Opportunity: Building a resilient, green supply chain that meets the high ESG standards of global OEMs.	Implementing a mandatory Supplier Code of Conduct and prioritizing local procurement to reduce logistics-related carbon footprints.	Positive: Long-term cost savings and investor attraction. Negative: Potential short-term increase in procurement costs for certified materials.
7	Innovation & Product stewardship	Opportunity	The automotive shift toward Electric Vehicles (EVs) requires lightweighting and eco-friendly materials. Innovation allows Suprajit to capture market share in the evolving mobility landscape.	Investing in R&D for “Eco-design,” focusing on recyclable materials and weight reduction in cable assemblies to improve EV range. Expanding the product portfolio to include EV-specific control systems.	Positive Impact
8	Corporate Governance	Opportunity	Strong governance practices enhance transparency, accountability and stakeholder confidence, supporting sustainable long-term growth.	Strengthened the governance framework through active Board oversight, implementation of the Code of Conduct, anti-corruption policies, and effective internal control systems to uphold integrity, ethical conduct, and regulatory compliance throughout the organization.	Positive Impact

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1: Transparency & Accountability - Code of Conduct - Principles & Ethics Policy - Business Responsibility Policy - Whistle Blower Policy	Principle P2: Product Responsibility - Quality Policy - Sustainable Procurement Policy - Conflict Mineral Policy	Principle P3: Employee Development - Non-Discrimination and Sexual Harassment Redressal Policy - Business Responsibility Policy - Whistle Blower Policy - Occupational Health & Safety Policy - Labour & HR Policy
Principle P4: Stakeholder Engagement Policy on Corporate Social Responsibility (CSR)	Principle P5: Human Rights - Non-Discrimination and Sexual Harassment Redressal Policy - Whistle Blower Policy - Labour & HR Policy - Principles & Ethics Policy	Principle P6: Environment Principle - Safety Health and Environmental (SHE) Policy - Environmental Policy - Sustainable Procurement Policy
Principle P7: Public Advocacy Policy on Corporate Social Responsibility (CSR)	Principle P8: Inclusive Growth Policy on Corporate Social Responsibility (CSR)	Principle P9: Customer Value - IT Policies & Procedure - Customer complaint Procedure

NGRBC Principle	1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	1. b. Has the policy been approved by the Board? (Yes/No)	1. c. Web Link* of the Policies, if available
Policy and management processes			
P1	Ethics & Transparency	Yes	CODE OF CONDUCT: http://suprajit.com/wp-content/uploads/2025/04/Code-of-Conduct.pdf PRINCIPLES & ETHICS POLICY: https://suprajit.com/wp-content/uploads/2026/03/3.Principles-and-Ethics-Policy-2026-27.pdf BUSINESS RESPONSIBILITY POLICY: http://suprajit.com/wp-content/uploads/2018/08/Business-Responsibility-Policy.pdf WHISTLE BLOWER POLICY: https://suprajit.com/wp-content/uploads/2024/06/Suprajit-Whistleblower-Policy-2024.pdf
P2	Product Responsibility	Yes	QUALITY POLICY: http://www.suprajit.com/wp-content/uploads/2026/03/Quality-Policy-2026-27.pdf SUSTAINABLE PROCUREMENT POLICY: https://suprajit.com/wp-content/uploads/2026/03/4.Sustainable-Procurement-Policy-2026-27.pdf CONFLICT MINERAL POLICY https://suprajit.com/wp-content/uploads/2023/05/Conflict-Mineral-Policy.pdf
P3	Human Resources	Yes	BUSINESS RESPONSIBILITY POLICY: http://suprajit.com/wp-content/uploads/2018/08/Business-Responsibility-Policy.pdf WHISTLE BLOWER POLICY: https://suprajit.com/wp-content/uploads/2024/06/Suprajit-Whistleblower-Policy-2024.pdf OCCUPATIONAL HEALTH & SAFETY POLICY: https://suprajit.com/wp-content/uploads/2026/03/OHS-Policy-2026-27.pdf LABOUR & HR POLICY: https://suprajit.com/wp-content/uploads/2026/03/2.Labour-HR-Policy-2026-27.pdf
P4	Responsiveness to Stakeholders	Yes	CSR POLICY: http://suprajit.com/wp-content/uploads/2019/11/CSR-Policy-Suprajit.pdf
P5	Respect for Human Rights	Yes	WHISTLE BLOWER POLICY: https://suprajit.com/wp-content/uploads/2024/06/Suprajit-Whistleblower-Policy-2024.pdf LABOUR & HR POLICY: https://suprajit.com/wp-content/uploads/2026/03/2.Labour-HR-Policy-2026-27.pdf PRINCIPLES & ETHICS POLICY: https://suprajit.com/wp-content/uploads/2026/03/3.Principles-and-Ethics-Policy-2026-27.pdf

P6	Efforts to restore the environment	Yes	Yes	ENVIRONMENTAL POLICY: https://suprajit.com/wp-content/uploads/2026/03/1.Environmental-Policy-2026-27.pdf SUSTAINABLE PROCUREMENT POLICY: https://suprajit.com/wp-content/uploads/2026/03/4.Sustainable-Procurement-Policy-2026-27.pdf
P7	Public Policy Advocacy	Yes	Yes	CSR POLICY: http://suprajit.com/wp-content/uploads/2019/11/CSR-Policy-Suprajit.pdf
P8	Inclusive Growth	Yes	Yes	CSR POLICY: http://suprajit.com/wp-content/uploads/2019/11/CSR-Policy-Suprajit.pdf
P9	Customer Engagement	Yes	Yes	IT POLICIES & PROCEDURE This is accessible through the Suprajit intranet. CUSTOMER COMPLAINTS PROCEDURE This is accessible through the Suprajit intranet.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	N	Y	Y	Y	N	Y	Y
4. Name of the national and international codes/certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the Company policies have been developed in alignment with the National Guidelines on Responsible Business Conduct (NGRBC), 2019, as issued by the Ministry of Corporate Affairs.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	LABOUR AND HUMAN RIGHTS - Conduct a health and safety risk assessment for 90% of our operational sites by 2027. - To conduct annual employee satisfaction surveys by 2026. - To increase the average number of training hours of employee / year to 3 hours by 2027. - To train 90% of employees on anti-discrimination and harassment by 2027. ENVIRONMENT - Increase the number of employees trained on environmental issues to 90% by 2027. - Increase renewable energy consumption to 20% of total energy consumption by 2027. - To decrease total water consumption by 5% of base year 2023 w.r.to sales by 2027. - To Ensure near Zero Liquid discharge from Operations. - To increase the number of employees trained in safe handling of hazardous substances to 90% by 2027. SUSTAINABLE PROCUREMENT - Increase the number of targeted suppliers who were subjected to a sustainability assessment to 50% by 2027. - Increase the number of buyers who have received training on sustainable procurement to 80% by 2027. ETHICS - To train 90% of employees on topics of corruption and bribery by 2027. - To get certified to ISO 37001 Anti bribery risk assessment by 2028. The company has also taken other goals and targets with respect to the various functions of the organization. For details, please refer to the website https://suprajit.com/investors/compliance/policies-codes/								

6. Performance of the entity against the specific commitments, goals and targets along -with reasons in case the same are not met.	Suprajit Engineering is committed to progressing towards its identified ESG goals and targets across labour and human rights, environmental sustainability, sustainable procurement, and ethics. The Company continues to implement initiatives and monitor performance against these targets, with a focus on strengthening health and safety, employee development, renewable energy adoption, resource efficiency, responsible sourcing, and ethical business practices. The Company remains focused on achieving its defined targets within the stipulated timelines and will continue to enhance its sustainability performance through ongoing initiatives and improvements.
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)	At Suprajit Engineering, our journey has always been defined by resilience, precision, and a relentless pursuit of excellence. As the global landscape evolves, we recognize that our responsibility extends beyond the manufacturing floor. Sustainability is no longer a peripheral objective; it is integral to our long-term competitiveness and value creation. This year's Business Responsibility and Sustainability Report (BRSR) reflects our continued journey from compliance to conviction. We are aligning our business strategies with the National Guidelines on Responsible Business Conduct (NGRBC) and embedding ESG (Environmental, Social, and Governance) principles across our operations. As the automotive and engineering sectors undergo rapid transformation, our focus remains on improving operational efficiency, increasing the use of renewable energy, strengthening resource circularity, and developing products that support the transition towards electric mobility and cleaner technologies. Our people remain at the heart of our progress. We are committed to providing a safe, inclusive, and equitable workplace, while our Corporate Social Responsibility (CSR) initiatives continue to focus on education, healthcare, and rural development, contributing to the well-being of the communities around us. Trust and responsible governance remain fundamental to Suprajit. We are committed to transparency, ethical conduct, and accountability in all that we do. This report reflects our progress and our continued efforts towards achieving our sustainability goals. We believe sustainability is a continuous journey, and we remain committed to building a Green Suprajit that delivers high-performance engineering solutions while creating lasting value for our stakeholders and the planet. I thank our employees, partners, and shareholders for their continued support as we work towards a more sustainable future.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Corporate Social Responsibility (CSR) Committee of the Board of Directors.
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.	

10. Details of review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The review has been done by Corporate Social Responsibility Committee and Managing Director & Group CEO.									Annually								



Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Suprajit is dedicated to full regulatory compliance, supported by a specialized digital partnership with Ricago. This integrated Compliance Management System allows for the real-time monitoring and tracking of all statutory duties. By combining Board-level oversight with systematic digital tools, the Company ensures that every aspect of its operations remains aligned with the highest standards of corporate governance.
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11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No, the assessment and evaluation of the implementation and effectiveness of the policies are conducted internally, as an integral part of the Company's business operations and standard procedures.

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

We are committed to operating with the highest standards of integrity and corporate governance. Our Code of Conduct and Whistleblower Policy ensure transparency, ethical behavior, and accountability across all levels. We maintain zero tolerance towards bribery and corruption. There were no fines or penalties during the reporting period, reflecting our strict compliance with applicable laws.



Essential Indicators

- Percentage coverage by training and awareness programmes on any of the principles during the financial year:
We have introduced an online Learning Management System (LMS), by mapping the learning curve of every individual to inculcate the culture of continuous learning and growth in our people.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Nature of Industry, Business model, roles, rights, responsibilities, regulatory updates during the meeting	100%
Key Managerial Personnel	4	All principles (P1-P9)	100%
Employees other than BoD and KMPs	Ongoing	- Total Quality Maintenance - Information Security and Data Privacy - Workplace Safety - Confidentiality and data leakage - Prevention of Sexual Harassment	100%
Workers	Ongoing	- Technical Skills & Tools - Safety & Emergency Preparedness - Quality & Process Awareness - Prevention of Sexual Harassment	100%

- 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:
No fines, penalties, punishments, awards, compounding fees, or settlement amounts were paid by the Company or its Directors/Key Managerial Personnel in any proceedings with regulators, law enforcement agencies, or judicial institutions during the financial year.
- 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.
Not Applicable
- 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 Code of Conduct for Board of Directors & Senior Management, along with the Principle and Ethics Policy, covers the concerns relating to anti-corruption and anti-bribery. The policies are accessible at <https://suprajit.com/investors/compliance/policies-codes/>.

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

No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMPs/employees/Workers.

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

No complaint was received with regard to conflict of interest of the Directors, KMPs or any other employee.

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

Not applicable

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Number of days of accounts payables	51	62

9. **Openness 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	Current Financial Year 2025-26	Previous Financial Year 2024-25
Concentration of purchase	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of sales	a. Sales to dealers / distributors as % of total sales	22%	21.69%
	b. Number of dealers / distributors to whom sales are made	923	891
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	25%	6%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	0.23%
	b. Sales (Sales to related parties / Total Sales)	5.37%	4.53%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	94.37%
	d. Investments (Investments in related parties / Total Investments made)	33%	22.26%

Leadership Indicators

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

Total number of awareness programs held	Topics/Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	Nil	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 mandatory Code of Conduct for the Board Members and Senior management personnel of the Company. The code of conduct is available on the website of the Company under the policies section.

PRINCIPLE 2

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

At Suprajit, our commitment to sustainability is embedded within the entire lifecycle of our products. We strive to provide safe, reliable, and high-performance solutions that minimize ecological impact. Our product architecture prioritizes the use of recyclable materials, ensuring that components can be effectively reintegrated into the value chain at the end of their life. To manage this transition responsibly, we strictly fulfill our Extended Producer Responsibility (EPR) obligations by partnering with authorized and certified recyclers. Currently, we are intensifying our efforts to integrate advanced environmental considerations into our R&D and product development phases, ensuring that safety and quality remain the non-negotiable cornerstones of our engineering excellence.



Essential Indicators

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and
R & D	-	-	-
Capex	9.7%	3%	The capex details are briefly disclosed in P6.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes. Suprajit Engineering Limited recognizes that its environmental and social footprint extends beyond its immediate operations and into its supply chain. To promote responsible sourcing, the Company has established a comprehensive Supplier Code of Conduct and a Sustainable Procurement Policy. The Sustainable Procurement Policy integrates climate, environmental, human rights, and social considerations into procurement practices, while the Supplier Code of Conduct outlines our expectations for suppliers regarding ethical business practices, labour and human rights, occupational health and safety, and environmental stewardship. Together, these frameworks embed sustainability criteria across the procurement lifecycle, from vendor onboarding and selection to periodic evaluations, ensuring that our business partners align with our commitment to responsible growth, risk mitigation, and long-term value creation.
 - If yes, what percentage of inputs were sourced sustainably?
55%
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

As an automotive component manufacturer, our products are integrated into vehicles and reclaimed primarily at the vehicle's End-of-Life (EOL) through Registered Vehicle Scrapping Facilities (RVSFs) and scrap networks. For our packaging and applicable product categories, the entity is officially registered on the Central Pollution Control Board (CPCB) EPR Portal. We systematically manage, track, and fulfill our Extended Producer Responsibility (EPR) targets through authorized Producer Responsibility Organisations (PROs) and CPCB-registered recycling partners, ensuring complete regulatory compliance and transparent data traceability.

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

Yes. The entity is officially registered as a Producer/Importer/Brand Owner (PIBO) on the Central Pollution Control Board (CPCB) EPR Portal and holds a valid registration certificate (Registration No: BO-26-000-09-AADCS1638L-23)

Our post-consumer waste collection, tracking, and processing mechanisms are aligned with the action plan and targets submitted to the Pollution Control Board. The Company systematically fulfill the targeted collections and recycling obligations through CPCB-authorized Producer Responsibility Organisations (PROs) and registered recyclers. All transactions, physical waste tracking, and EPR credit generation/procurement are updated transparently on the national online portal in real-time.

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.
Suprajit has not conducted any life cycle assessment of the product till date.					

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 risk/concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material
FY 2025-26	FY 2024-25
No recycled/reused material are used for production.	

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)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials
Nil	Nil

PRINCIPLE 3

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

Suprajit Engineering views its human capital as its most significant asset. We uphold the highest standards of labor practices, ensuring a work culture free from discrimination and dedicated to the physical and mental well-being of our team. Through proactive engagement and comprehensive welfare programs, we ensure that our growth as a global engineering partner remains synonymous with the welfare of our people.

Our adherence to Principle 3 is intrinsically linked to the United Nations Sustainable Development Goals, specifically targeting SDG 3 and SDG 8. Through proactive engagement, safe working environments, and continuous skill development, we foster a culture that

respects human rights and promotes equal opportunity. This integrated approach ensures that our workforce remains resilient and empowered as we contribute to a sustainable industrial future.



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	939	939	100%	939	100%	-	-	-	-	939	100%
Female	77	77	100%	77	100%	77	100%	-	-	77	100%
Total	1016	1016	100%	1016	100%	77	100%	-	-	1016	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	740	740	100%	740	100%	-	-	-	-	740	100%
Female	77	77	100%	77	100%	77	100%	-	-	77	100%
Total	817	817	100%	817	100%	77	100%	-	-	817	100%
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.18%	0.14%

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

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

*All eligible employees are covered under ESI.

3. Accessibility of workplaces

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

Yes. In compliance with the Rights of Persons with Disabilities Act, 2016, Suprajit ensures that its facilities are designed for barrier-free access. Our premises are equipped with essential infrastructure, including ramps and elevators, to support the mobility of differently-abled employees and visitors. This commitment to an inclusive workplace aligns with our broader goals of providing equal opportunity and maintaining a safe, accessible environment for all.

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 does have a Non-Discrimination and Sexual Harassment Redressal Policy as per the Rights of Persons with Disabilities Act, 2016. The policy is part of HR manual and accessible on the intranet.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Employees who experience or anticipate harassment, discrimination, or safety concerns are encouraged to report the matter immediately to the HR Manager, Unit Head, or a designated authority, ideally in the presence of witnesses. To ensure a just and efficient resolution, Suprajit Engineering Limited (SEL) adheres to the following procedural framework: • Dedicated Oversight: A formal Complaints Committee is tasked with investigating and resolving all reported issues. • Efficiency & Privacy: The resolution process is strictly time-bound and conducted with the highest level of confidentiality. • Non-Retaliation: The company guarantees that both complainants and witnesses are protected from any form of victimization or bias during the proceedings. • Reporting Timelines: Formal complaints must be submitted to the Committee within 15 days of the incident. • Anonymous Disclosures: For those seeking anonymity, complaints can be submitted in a sealed envelope addressed to the Head of the Organization via mail or in person. • Investigative Action: Upon receipt, the Committee will initiate an immediate response, ranging from discreet inquiries to comprehensive formal investigations as required. Disciplinary Framework and Penalties • Legal Action: Should the conduct involve an offense under the Bharatiya Nyaya Sanhita, 2023 or other statutory laws, SEL will proactively initiate legal proceedings with the appropriate authorities. • Corporate Discipline: Conduct deemed as professional misconduct under employment rules will result in disciplinary measures, up to and including termination of employment. Integrity of Reporting: To maintain the system's credibility, any individual found making false or malicious accusations will face appropriate disciplinary action.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized 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 / union (B)	% (B/A)	Total Employees/ Workers in respective Category (A)	No. of employees / workers in respective category who are part of association / union (B)	% (B/A)
Total Permanent Employees						
-Male	939	0	0%	1063	0	0%
-Female	77	0	0%	80	0	0%
Workers						
-Male	740	0	0%	931	0	0%
-Female	77	0	0%	114	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	939	939	100%	939	100%	1063	1063	100%	1063	100%
Female	77	77	100%	77	100%	80	80	100%	80	100%
Total	1016	1016	100%	1016	100%	1143	1143	100%	1143	100%
Workers										
Male	740	740	100%	740	100%	931	931	100%	931	100%
Female	77	77	100%	77	100%	114	114	100%	114	100%
Total	817	817	100%	817	100%	1045	1045	100%	1045	100%

9. Details of performance and Career development reviews of employees:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	939	939	100%	1063	1063	100%
Female	77	77	100%	80	80	100%
Total	1016	1016	100%	1143	1143	100%
Workers						
Male	740	740	100%	931	931	100%
Female	77	77	100%	114	114	100%
Total	817	817	100%	1045	1045	100%

10. Health and safety management system:

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

Yes. Out of 18 manufacturing locations, 15 are certified to ISO 45001. The remaining locations follow occupational health and safety systems that are aligned with the principles and requirements of ISO 45001. The Company intends to pursue ISO 45001 certification for these locations in the coming years.

- 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 has established an Occupational Health and Safety (OH&S) Policy that outlines structured systems and procedures for the identification and management of workplace safety, health, and associated hazards. The policy is designed to:

- Proactively identify and eliminate hazards in order to mitigate OH&S risks and prevent workplace injuries, incidents, and occupational ill health.
- Promote consultation and encourage active participation of employees and their representatives, including involvement in safety committees, to support the continual improvement of the OH&S management system.
- Safeguard the health and safety of all individuals present on the Company premises, including visitors, customers, and contractors.

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

Yes, employees are encouraged to report work-related hazards to the Business Manager and are trained to remove themselves from risky situations.

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

Yes, all employees have access to a range of health and wellness benefits, such as medical insurance and accident insurance for both the employee and their immediate family.

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

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

Suprajit Engineering Limited maintains a safe and healthy workplace through the following measures:

- Implementation of a structured Occupational Health and Safety (OH&S) management system to identify, assess, and mitigate workplace risks.
- Systematic identification and control of physical, chemical, biological, and ergonomic hazards across operations.
- Provision of mandatory safety induction training for new employees and periodic refresher training programs.
- Conduct of regular safety audits to monitor compliance and drive continuous improvement.
- Promotion of worker participation through safety committees and consultation mechanisms.
- Enabling employees to report hazards and take necessary action in unsafe working conditions.
- Provision of health and welfare facilities, including access to medical support, sanitation, and first aid.
- Supply and enforcement of appropriate use of personal protective equipment (PPE) in relevant operations.
- Extension of health and safety measures to contractors, visitors, and other stakeholders on the company premises.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Any other type of complaint	8	0	NA	3	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

Not applicable as no safety-related incidents has happened and on significant risks / concerns has arisen from assessments of health & safety practices and working conditions.

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

(A) Employees (Y/N): N

(B) Workers (Y/N): N

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

The Company ensures that all statutory dues are deducted and deposited by the value chain partners, emphasizing the importance of adherence to support business responsibility principles and ideals of transparency and accountability.

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

	Total number 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	-	-	-	-
Workers	-	-	-	-

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Suppliers are evaluated for health and safety working condition practices. Each of the suppliers signs the Code of conduct of the company.
Working conditions	

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

During the reporting period, no significant risks/concerns were identified. Where non-conformities are identified, suppliers are required to implement corrective actions within defined timelines, and progress is monitored through follow-up

assessments.

PRINCIPLE 4:

Businesses should respect the interests of and be responsive to all its stakeholders.

We recognize stakeholders who influence or are influenced by our operations. Our plant managers and unit heads communicate stakeholder feedback to our Company Secretary, who then engages with the Board. Our policies and ESG initiatives are updated based on periodic stakeholder consultations. Through the Suprajit Foundation, we also support local communities and address the needs of vulnerable groups.



Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions

- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	"Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other "	Frequency of engagement (Annually/ Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	N	Customer & Distributor Meetings, Customer Feedback, Website, Product Catalogues	Ongoing	Customer satisfaction, product quality, product safety,
Employees	N	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing (Monthly / Quarterly / Annually)	Working condition, Employee performance, Employee Satisfaction
Shareholders	N	AGM, Investor meets, Investor Grievance redressal mechanism, press release, website disclosure	Ongoing (Quarterly / Annually)	Business Strategies and Performance
Regulatory Authorities	N	Regulatory Filings, communication to stock Exchange and SEBI	Ongoing	Legal Compliance
Media	N	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating the company's perspective
Community	Y, Underprivileged communities	Corporate Social responsibility initiatives	Ongoing	Social welfare

Leadership Indicator

- 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.

Suprajit Engineering Limited has established a structured governance framework to facilitate effective engagement with its stakeholders on economic, environmental, social and governance (ESG) matters. Stakeholder engagement is undertaken through various business functions, including operations, human resources, sustainability, investor relations, procurement, quality, customer support and compliance, using structured mechanisms such as periodic meetings, customer interactions, supplier engagement programmes, employee communication forums, surveys, audits, grievance mechanisms and investor interactions.

The inputs received through these engagement channels are evaluated by the respective business and functional teams to identify material issues, stakeholder expectations, emerging risks and opportunities for improvement. Significant matters are reviewed by the senior management through established governance processes and, where appropriate, are presented to the Board of Directors and its Committees, including the Audit Committee, Risk Management Committee, Nomination and Remuneration Committee and CSR Committee, depending on the nature of the matter. This enables the Board to incorporate stakeholder perspectives into its oversight of the Company's strategy, risk management, sustainability initiatives, governance practices and long-term value creation.

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

Yes. Stakeholder consultation is an integral part of the Company's process for identifying and managing material environmental and social topics. The Company engages with key stakeholder groups, including investors, employees, customers, suppliers, communities, regulators and other business partners, through periodic meetings, consultations, feedback mechanisms and ongoing interactions. The inputs received are analysed by the relevant functions and considered while identifying material topics, formulating sustainability strategies, and strengthening the Company's environmental, social and governance (ESG) initiatives.

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

Suprajit remains committed to creating sustainable social value through active engagement with local communities and focused Corporate Social Responsibility (CSR) initiatives. The Company directly and through Suprajit Foundation, undertakes community need assessments and engages with local stakeholders and implementation partners to identify priority areas and design impactful development programmes.

The Company's CSR initiatives focuses on education, healthcare, livelihood development, environmental sustainability, and community development. These programmes are aimed at improving access to quality education and healthcare, promoting sustainable livelihoods, supporting environmental conservation, and strengthening community well-being. Through these initiatives, Suprajit continues to contribute towards building resilient, inclusive, and self-reliant communities.

PRINCIPLE 5

Businesses should respect and promote human rights.

We believe that respect for human rights is the foundation of a sustainable and ethical business. Our commitment to Principle 5 is integrated into our core values, ensuring that dignity, freedom, and fairness are upheld across all our operations and value chains. We maintain a zero-tolerance policy towards child labor, forced labor, and any form of discrimination, fostering a workplace built on mutual respect and transparency.

Our commitment to Principle 5 is intrinsically linked to the United Nations Sustainable Development Goals, specifically SDG 8 and SDG 16 and SDG 10. By upholding dignity, freedom, and fairness across our operations and value chains, we ensure that our growth contributes to a society where human rights are protected. We recognize that a sustainable value chain is only possible through the unwavering protection of human rights. By eliminating any form of exploitative labor and promoting transparency, we serve as a responsible global partner dedicated to social justice and ethical excellence.



Essential Indicators

1. Employees 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	1016	1016	100%	1143	1143	100%
Other than permanent	-	-	-	-	-	-
Total Employees	1016	1016	100%	1143	1143	100%
Workers						
Permanent	817	817	100%	1045	1045	100%
Other than permanent	-	-	-	-	-	-
Total Workers	817	817	100%	1045	1045	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum wages		More than Minimum wages		Total (D)	Equal to Minimum wages		More than Minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	939	0	0%	939	100%	1063	0	0%	1063	100%
Female	77	0	0%	77	100%	80	0	0%	80	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	740	0	0%	740	100%	931	0	0%	931	100%
Female	77	0	0%	77	100%	114	0	0%	114	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

- a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (₹ in Million)	Number	Median remuneration/ salary / wages of respective category (₹ in Million)
Board of Directors (BoD)	6	10.20	2	0.15
Key Managerial Personnel	1	11.50	0	-
Employees other than BoD and KMP	935	0.64	77	0.48

Workers	740	0.33	77	0.31
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b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Parameter	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	10%	8%

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 established appropriate policies and mechanisms to address human rights-related concerns across its operations and value chain. Suprajit's Human Rights Policy reflects its commitment to ethical labour practices, non-discrimination, equal opportunity, dignity at work, safe working conditions, and compliance with applicable laws and internationally recognised human rights principle. The Company also promotes responsible business conduct across its supply chain through its Supplier Sustainability Code of Conduct, which prohibits child labour, forced labour, bonded labour and discrimination, and requires suppliers to comply with applicable labour, health and safety, and human rights requirements

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

The Company has a "Non-Discrimination and Sexual Harassment Redressal Policy" and a formal process for dealing with complaints of harassment or discrimination. The details of the grievance redressal mechanism is given under the point no. 6 under Principle 3. To prevent any adverse impact, the Company has undertaken initiatives to make the workplace safe for women, which include building employee awareness and stringent guidelines on Prevention of Sexual Harassment. Also, Whistle Blower Policy provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

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

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

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

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

The Company has established rigorous mechanisms to safeguard complainants through its Whistleblower Policy and Non-Discrimination and Sexual Harassment Redressal Policy. These frameworks are specifically designed to ensure that any individual who reports a grievance in good faith is protected from any form of retaliation, victimization, or professional prejudice.

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

Yes. Human rights considerations are embedded in the Company's supplier expectations, business agreements and

contractual arrangements, wherever applicable. Suprajit is committed to respecting the human rights of its employees, workers, local communities, value-chain partners and other stakeholders impacted by its operations.

10. Assessments for the year:

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

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

Not Applicable as no significant risks / concerns has arisen from the assessments.

Leadership Indicators

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

Policy on Labour and Human Rights is available to address the human rights grievances/complaints.

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

Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years.

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

Yes, the Company's premises and offices are accessible to differently-abled visitors, in compliance with the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners

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

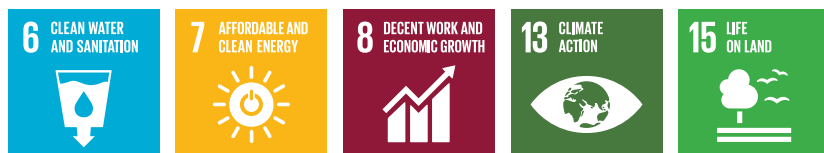
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.:

Not Applicable

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

Environmental responsibility is a core pillar of Suprajit's operational excellence. We are dedicated to minimizing our ecological impact through rigorous energy management, water conservation, and the systematic reduction of greenhouse gas emissions. At Suprajit Engineering, we recognize that our growth is inextricably linked to the health of our planet and we aim to lead the shift toward a more sustainable and circular automotive value chain.

Environmental responsibility is our primary vehicle for advancing the 2030 Agenda for Sustainable Development. Our commitment to Principle 6 is strategically aligned with SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action), as evidenced by our increasing transition to solar power and PNG. We are dedicated to minimizing our ecological impact through rigorous energy management, water stewardship, and the systematic reduction of greenhouse gas emissions. By recognizing that our growth is inextricably linked to the health of our planet, we aim to lead the shift toward a low-carbon, circular automotive value chain in alignment with SDG 12 (Responsible Consumption and Production).

**Essential Indicators**

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format

Parameter	FY 2025-26	FY 2024-25
From renewable source		
Total electricity consumption (A)	14711 GJ	12040 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C) (Solar/Wind)	-	-
Total energy consumed from renewable resources (A+B+C)	14711 GJ	12040 GJ
From non-renewable source		
Total electricity consumption (D)	72965 GJ	73403 GJ
Total fuel consumption (E)	26887 GJ	26998 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	99852 GJ	100401 GJ
Total energy consumed (A+B+C+D+E+F)	114564 GJ	112441 GJ
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	62.3 GJ/Crore of Turnover	65.4 GJ/Crore of Turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	126.6 GJ/million USD of PPP adjusted Turnover*	135.2 GJ/million USD of PPP adjusted Turnover*
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note:

- As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.
 - Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
- N. No independent assessment/ evaluation/assurance has been carried out by an external agency.
- 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.

The operations of the company are not covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	81972	96241
(iii) Third party water*	49340	52674
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	131312	148915
Total volume of water consumption (in kiloliters)	129700.9	146738.40
Water intensity per rupee of turnover (Total water consumption / Revenue from operation)	70.5 KL/Crore of Turnover	85.4 KL/Crore of Turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	143.4 KL/million USD of PPP adjusted Turnover	176.4 KL/million USD of PPP adjusted Turnover
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Municipal Water

Note:

- As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.
- As per the SEBI Guidance Note on BRSR, we have considered *Water consumption” = Water Withdrawal – Water Discharge. Accordingly, the previous year figures have also been revised to reflect the methodology recommended by the SEBI guidance note for Business Responsibility & Sustainability Reporting format.
- Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

4. Provide the following details related to water discharge:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of Treatment (STP Treated water)	1612	2177

(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	1612	2177

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, an independent assessment, evaluation, or assurance has not been carried out by any external agency.

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

We have **implemented strict internal water recycling, conservation, and zero-waste-stream mechanisms** across 100% of our operations.

Sewage Treatment Plants (STPs): All our major manufacturing units are equipped with functional, in-house STPs, and domestic wastewater generated within the plant premises is treated locally. The treated water is predominantly reused on-site for greenbelt development and landscaping/gardening, thereby reducing our overall freshwater footprint. An exception is Unit 5, where treated wastewater is sent to a third party in accordance with applicable regulatory requirements.

Process Water Optimization: Since our mechanical automotive cable manufacturing primarily involves mechanical shaping, outer extrusion, assembly, and dry operations, our core manufacturing process features highly localized, minimal water requirements, preventing major industrial chemical effluent generation.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NO _x	mg/Nm ³	27.70	24.44
SO _x	mg/Nm ³	10.41	14.09
Particulate matter (PM)	mg/Nm ³	26.61	32.36
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric ton of CO ₂ equivalent	2233	1947
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric ton of CO ₂ equivalent	14390	14823
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric ton of CO ₂ Equivalent / Crores of Turnover	9.0	9.8
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric ton of CO ₂ equivalent /million USD of PPP adjusted turnover	18.4	20.2
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note:

- As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the sustainability consultants “Sustainability Actions Private Limited” has done assessment of the above calculations.

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

Yes. Suprajit Engineering Limited has implemented a multi-faceted decarbonization strategy aimed at significantly reducing Greenhouse Gas (GHG) emissions through renewable energy adoption, fuel switching, and aggressive energy efficiency measures.

The Company has institutionalized several key projects across its manufacturing units to mitigate its carbon footprint and enhance environmental performance:

- **Renewable Energy Transition:** We have successfully commissioned a total solar capacity of 2,929 kWp across our facilities, including a significant 954 kW installation at three Phoenix Lighting & Electricals plants. Furthermore, we have finalized the procurement of 5.89 million units (MU) of green energy annually and entered into Power Purchase Agreements (PPAs) to scale our renewable energy supply for our Karnataka-based plants, with the supply scheduled to commence from April 2026.
- **Fuel Switching & Cleaner Energy:** To reduce localized air pollution and carbon intensity, we have transitioned to Piped Natural Gas (PNG) at our NCR-based plants, including PLD-Noida, Manesar, and Pathredi. We have also successfully synchronized our Diesel Generators (DG) with solar systems to optimize fuel consumption.
- **Energy Efficiency & Infrastructure:** We have achieved substantial energy savings by replacing all legacy lighting with LED lamps and solar streetlights. To ensure operational efficiency, we maintain a power factor near 0.99, utilize higher-capacity UPS systems to prevent power-loss-related scrap/rejections, and implement rigorous preventive maintenance for transformers and DGs to reduce reactive power losses.
- **Water & Resource Circularity:** Our commitment to environmental stewardship includes the installation of Sequencing Batch Reactor (SBR) based Sewage Treatment Plants (STP). These systems allow for the effective treatment and reuse of water, reducing the energy-intensive demand for fresh water procurement and processing.

Through these integrated initiatives, Suprajit is systematically decoupling its industrial growth from GHG emissions, aligning its operations with global climate action goals.

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 ton)		
Plastic waste (A)	136.97	114.66
E-waste (B)	4.58	0.54
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	-	-
Battery waste (E)	0.72	0.20
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Used Oil	1.20	2.02
Oil soaked Cotton waste (H)	3.96	4.14
Zinc (I)	-	-
Paint Sludge (J)	0.29	0.62
Other Hazardous waste (K)	1.62	
Total Other Hazardous Waste (G+H+I+J+K)	7.09	6.78
Other Non-hazardous waste generated if any. (L) - Paper	0.88	4.05
Steel (M)	314.88	319.95
Wood (N)	131.43	112.06
Corrugated Box (O)	213.68	224.99
Organic waste (P)	20.35	19.35
Other Metal Waste (Q)	33.14	27.54
Other Glass Waste (R)	133.6	0.45
Other non-hazardous waste (S)	0.56	
Total Other Non-Hazardous Waste (L+M+N+O+P+Q+R+S)	848.59	708.40
Total Waste generated	997.97	851.78



Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.54 Tons/Cr of turnover	0.50 Tons/Cr of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	1.10 Tons/million USD of PPP adjusted turnover	1.02 Tons/million USD of PPP adjusted turnover
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric ton)		
Category of waste – Plastics / E-Waste / Battery / Zinc / Paper / Steel / Corrugated Box / Other Metal Waste / Glass Waste		
(i) Recycled	838.52	718.34
(ii) Re-used	-	-
(iii) Other recovery operations – Composting	1.21	-
Total	839.72	718.34
For each category of waste generated, total waste disposed by nature of disposal method (in metric ton)		
Category of waste		
(i) Incineration (Bio Medical Waste / Wood)	135.62	114.09
(ii) Landfilling (Paint sludge / Organic Waste)	22.63	19.35
(iii) Other disposal operations	-	-
Total	158.25	133.44

Note:

- a. As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.
- b. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

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

We adhere to strict environment compliances and effectively dispose the hazardous waste generated through authorized dealers and our non-hazardous waste is re-used and recycled. The following are waste management practices established:

The Company has established the following waste management practices:

1. Segregation of waste at source with color coded bins
 2. Separate storage locations for hazardous and non-hazardous waste.
 3. Maintained quantity register for generation and disposal in line with the hazardous waste management guidelines.
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:

The entity's operations/offices are not in or around ecologically sensitive areas.
 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

No projects have been undertaken by the entity requiring environmental impact assessments of projects in the current financial year.
 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Yes, the Company is compliant with all applicable environmental laws / regulations / guidelines in India.

Leadership Indicator

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

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

- Name of the area - Not Applicable
- Nature of operations - Not Applicable
- Water withdrawal, consumption and discharge in the following format - Not Applicable

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

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. – Not Applicable

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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO2 equivalent	-	87052.33
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes, the sustainability consultants “Sustainability Actions Private Limited” has done assessment of the above calculations

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

The company does not have any plants around ecologically sensitive areas.

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Maintaining the power factor value nearby 0.99	Periodic monitoring and regular review of power consumption	Reduction of the Reactive power losses
2	Synchronization of DG with Solar	Instead of installing a higher capacity generator, we have completed the synchronization of a 320 KVA DG and 450 KWP solar plant in Unit 14	Reduced power consumption
3	Installation of higher capacity UPS	Higher capacity UPS prevents Breakdowns due to power losses. Thus reducing the Rejections/ Scrap	Rejection / Scrap Reduction
4	Efficient preventive maintenance measures for DG and transformers	Periodic maintenance is carried out to avoid unwanted breakdowns	Increased efficiency
5	STP projects	Installation of Sequence Batch Reactors (SBR) based Sewage treatment plants (STP) for water treatment and reuse	Reduced water consumption
6	Solar energy usage	Solar Energy used for power consumption	Reduction of CO2 emissions (Scope 2)

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

Yes. The Company has business continuity and disaster management plan in place. This plan includes strategies for identifying potential risks, maintaining critical operations, facilitating quick recovery processes, data backup and recovery, alternative communication methods, and designated response teams. The Company has risk management committee of the board who periodically reviews the risks measures and advise on the action as deemed necessary.

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.

The company has a supplier code of conduct which clearly mentions about Environmental protection. All the suppliers adhere to this by acknowledging the code of conduct.

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

NIL

PRINCIPLE 7

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

Suprajit Engineering is committed to responsible advocacy that aligns with the long-term interests of all our stakeholders. We engage with policy-makers and regulatory bodies through recognized industry forums to share our expertise in mechanical engineering and sustainable manufacturing. This section highlights our commitment to ensuring that our public policy interventions are conducted ethically, without compromising the principles of fair competition or corporate governance.



Essential Indicators

1.
 - a. Number of affiliations with trade and industry chambers / associations.
Suprajit Engineering Limited is affiliated with three trade and industry chambers / associations.
 - b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Component Manufacturers Association (ACMA)	National
3	Bengaluru Chamber of Industry and Commerce (BCIC)	National

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

Not applicable, as no adverse orders from regulatory authorities has been received.

Leadership Indicators

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

Sl. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually, Half Yearly, Quarterly, Others Please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

We have taken a holistic approach towards the development of the deprived groups of the society and implement CSR programmes through external agencies. The various CSR projects are firstly reviewed internally, approved by the management is regularly reviewed by the CSR committee. Our Corporate Social Responsibility (CSR) Policy outlines our commitment to promote inclusive growth and equitable development. We endeavor to make CSR a key business process for sustainable development and undertake various activities such as promoting education, healthcare, and rural development.



Essential Indicators

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

No projects have been undertaken which require Social Impact Assessments (SIA) as per the applicable laws in the current financial year.

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

S. No.	Name of the project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
There are no ongoing projects undertaken by the Company that involve Rehabilitation and Resettlement (R&R) activities during the FY 2025-26.						

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

The Company has mechanisms in place to receive and redress grievances from the community. While no complaints have been received in the reporting period, any grievances or complaints from local communities are addressed by the concerned departments on a case-by-case basis, as and when they arise.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	37%	70%
Sourced directly from within India	80%	63%

- 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

Location	FY 2025-26	FY 2024-25
Rural	3.12%	-
Semi-Urban	29.80%	8%
Urban	6.29%	21%
Metropolitan	60.82%	71%

Leadership Indicator

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

Sl. No.	Details of negative social impact identified	Corrective actions taken
1.	Nil	Nil

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

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

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

No

- From which marginalized /vulnerable groups do you procure?

NA

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

NA

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

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

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

Name of authority	Brief of the case	Corrective actions taken
Nil	Nil	Nil

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Projects	No. of Beneficiaries	% of beneficiaries
EDUCATION			
1	Scholarships and educational support to meritorious students from underprivileged communities, remote hill villages, COVID-affected families and parentless children, including educational kits and support towards educational expenses	9009	100%
2	Sponsorship of mid-day meal programme for underprivileged school children	900	100%
3	Support to industrial training, adult literacy, English literacy, vocational training, teacher training, computer education, women's skilling, and other educational initiatives aimed at enhancing skill development and employability	3344	90%
4	Operational support for two Early Childhood Care & Education (ECCE) centres, established by Suprajit Foundation, at Haralur and Siddapura, Bengaluru, catering to children of migrant construction workers.	305	100%
5	Other education-related projects at Government Schools, including school buses, school infrastructure, rain water harvesting, RO plants, etc.	8900	90%
6	Construction of a Government Higher Primary School at Kodichikkanahalli, Bengaluru, with six classrooms with infrastructure	463	100%
7	Installation of smart boards at a school for the underprivileged, to enhance digital and interactive learning.	585	100%
8	Skill development, training and apprentice development programme under NAPS	1030	100%
HEALTHCARE RELATED			
9	Scholarships and educational support to meritorious students from underprivileged communities, remote hill villages, COVID-affected families and parentless children, including educational kits and support towards educational expenses	9009	100%
10	Sponsorship of mid-day meal programme for underprivileged school children	900	100%
11	Support to industrial training, adult literacy, English literacy, vocational training, teacher training, computer education, women's skilling, and other educational initiatives aimed at enhancing skill development and employability	3344	90%
PROMOTION OF SPORTS:			
12	Support to various institutions and individuals for promotion of nationally recognised sports such as Golf, motorsports, para-badminton, cricket, football,	115	95%

PRINCIPLE 9

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

Product integrity and consumer safety are non-negotiable priorities at Suprajit. We believe in empowering our customers through clear product disclosures and responsible engagement throughout the product lifecycle. From the design phase to after-sales support, we integrate feedback loops that drive continuous improvement and innovation. Our approach to Principle 9 ensures that we remain a trusted partner to global OEMs by upholding the principles of fair competition and data privacy.



Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Company has established a Quality Management System procedure (SEL/QSP/19) for receiving, investigating and resolving customer complaints and feedback.

- 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%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

- Number of consumer complaints in respect of the following:

	FY 2025-26			FY 2024-25		
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others				-	-	-

- Details of instances of product recalls on account of safety issues: No product recall has happened on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	-	No Recalls
Forced recalls	-	No Recalls

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 policy "IT Policies & Procedures." This policy is available on the intranet and accessible to all employees of the Company.

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

Not Applicable

7. Provide the following information relating to data breaches:

- a) Number of instances of data breaches - NIL
- b) Percentage of data breaches involving personally identifiable information of customers - NA
- c) Impact, if any, of the data breaches - NIL

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Suprajit has information about all the products it offers at <https://suprajit.com/>.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Suprajit provides product information in line with applicable regulatory requirements and customer specifications, including relevant labeling and identification requirements to support the safe and responsible use of its products.
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)

Yes, the products are fabricated, devised, and examined in accordance with the OEM customer-specific prerequisites, encompassing the obligatory standard examination essential for the merchandise.