

LIMITED ASSURANCE REPORT ON BRSR

To,

Board of Directors,

Thangamayil Jewellery Limited
124 Nethaji Road, Madurai 625001
Tamilnadu, India, 625001

Date: June 12, 2026

Limited Assurance Report regarding Business Responsibility and Sustainability Report prepared for the financial year April 01,2025 to March 31,2026.

In compliance with the Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, ThangaMayil Jewellery Limited ("The Company") has prepared its Business Responsibility & Sustainability Report (BRSR) which shall form part of the Annual Report of the Company for the financial year 2025-26. J Sundharesan & Associates ("JSA") was engaged by the Company to provide assistance in reporting and independent assurance on its policy evaluation and certain identified sustainability indicators (summarised in Annexure A) in the BRSR format.

RESPECTIVE RESPONSIBILITIES

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company's management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement. JSA's responsibility, as agreed with the management of the Company, is to provide assistance and assurance on the Report content as described in the 'Scope of assurance and methodology' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

ASSURANCE STANDARD

The assurance process was conducted in line with the requirements of National Guidelines on Responsible Business Conduct (NGRBC) and other applicable guidelines.

SCOPE OF ASSURANCE AND METHODOLOGY

The scope of assurance engagement was limited to review of Business Responsibility and Sustainability Report for the

period April 01,2025 to March 31,2026. The sustainability disclosures covered in our review included:

1. Analysing the policy framework of the Company in context of BRSR;
2. Obtaining an understanding of the Identified Sustainability Information and related disclosures as established by the Company;
3. Obtaining an understanding of the assessment criteria as adopted by the Company and their suitability for the evaluation;
4. Make inquiries of Company's Management, including environment team, compliance team, human resource team amongst others and those with the responsibility for preparation of the Report. We conducted review and verification of data collection, collation and calculation methodologies and general review of the logic of inclusion / omission of relevant information / data in the Report.

LIMITATION TO OUR ENGAGEMENT

JSA did not perform any assurance procedures on the prospective information, such as targets, expectations and ambitions, disclosed in the Report. Consequently, JSA draws no conclusion on the prospective information. JSA expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement.

OUR ASSURANCE TEAM AND INDEPENDENCE

JSA is a professional services firm providing corporate law advisory services for various fortune 500 Companies across India. Our assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the firm. This team mostly comprises of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. As part of limited assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional scepticism throughout the engagement.

OUR OBSERVATIONS

The sustainability disclosures of the Company as defined under the scope of assurance are reliable. The Company has applied considerable efforts to ensure consistency of data for this Report. However, the Company may continue

to improve robustness of its data collection and collation process.

EXCLUSIONS

Our limited assurance scope excludes the following and therefore we do not express a conclusion on the same:

1. Testing the operating effectiveness of management systems and controls;
2. Performing any procedures over other information / operations of the Company / aspects of the report and data (qualitative or quantitative) included in the BRSR not agreed under this letter / scope of Assurance.
3. The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/or data..

RESTRICTION ON USE

Our Limited Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Limited Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For J Sundharesan & Associates

J Sundharesan

Founder & Chief Advisor

FCS No.: 5229; CP No.: 5164

UDIN: F005229G000657738

Principle / Indicator Reference	Parameter
BRSR, Section B, 11	Working of the policies
BRSR, Section C, Principle 1, E.8	Number of days of account payable
BRSR, Section C, Principle 3, E.1	Measures towards well-being of employees
BRSR, Section C, Principle 3, E.11	Safety related incidents
BRSR, Section C, Principle 5, E.3	Gross wages paid to Female as % of total wages paid by the entity
BRSR, Section C, Principle 5, E.7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
BRSR, Section C, Principle 6, E.1	Energy consumption
BRSR, Section C, Principle 6, E.7	GHG Emissions (Scope 1 & 2)
BRSR, Section C, Principle 9, E.7	Data Breaches

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been compiled in accordance with the guidelines set forth by the Securities and Exchange Board of India (SEBI) for Business Responsibility and Sustainability Reporting. Its principal aim is to demonstrate enhanced transparency regarding the ways in which enterprises generate value by actively contributing to a sustainable economy. The report highlights our unwavering dedication to creating long-term value for our stakeholders while simultaneously promoting sustainable development.

SECTION A: General Disclosures

This section contains an overview of the business, including markets served, financial performance, key employee statistics and mapping of risks and opportunities.

1. Details of the Entity

Sl no.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Entity	L36911TN2000PLC044514
2.	Name of the Entity	Thangamayil Jewellery Limited
3.	Year of incorporation	2000
4.	Registered office address	124 Nethaji Road, Madurai, Tamil Nadu -625001
5.	Corporate address	25/6, Palami Center, 2nd & 3rd Floor, Near Ramakrishna Mutt, New Natham Road, Narayanapuram, Madurai, Tamil Nadu 625014
6.	E-mail	companysecretary@thangamayil.com
7.	Telephone	0452 2565553
8.	Website	www.thangamayil.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 31,08,20,210 (divided into 31082021 equity shares of Rs. 10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS K. Narayanan Company Secretary Mobile number: +91 90874-55563 Email ID: companysecretary@thangamayil.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).	The disclosures under this report are made on standalone basis for Thangamayil Jewellery Limited, unless otherwise specified.
14.	Name of assurance provider	J.Sundharesan & Associates
15.	Type of assurance obtained	Limited Assurance

2. PRODUCTS/SERVICES

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	TRADE: Detailed description of main activity I. Retail Trading and Design of jewellery	1. Retail sale of jewellery to the end consumer. 2. Jewellery manufacturing and designing created according to the consumers preferences and requirements.	100%

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

Product/Service	NIC Code	% of total Turnover contributed
Gold jewellery	32111	89.80%
Silver articles	32111	6.75%
Diamond, Stones & Others	32111	3.45%

3. 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	1*	We currently maintain a total of five offices, with three of them situated in Madurai, one in Chennai and one office located in Mumbai. Additionally, our operational network encompasses a comprehensive count of 60 showrooms, encompassing both our registered office and various other locations.	72
International	0	0	0

*The Company has one manufacturing unit at Madurai.

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

b) Contribution of exports:

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

Considering that our company does not engage in any international market operations, this specific section is not applicable.

c) Type of Customers

A brief on types of customers:

End Customers (B2C)

- i. Business-to-Consumer (B2C) retail model
 - Direct-to-Consumer: The Company Operates a core retail model focused on delivering high-quality jewellery directly to end consumers for their personal use.
 - Ethical Sourcing: Maintains a robust supply chain by sourcing diverse collections from reputable and trusted jewellers and suppliers for a diverse range of products.
 - Consumer Focus: Prioritizes meeting individual customer needs through a transparent and reliable retail experience across all platforms.
- ii. Jewellery Manufacturing and designing-
 - Custom Design & On Demand Excellence : Thangamayil offers personalized design and manufacturing services, combining bespoke craftsmanship with on-demand excellence to deliver high-quality, handcrafted jewellery tailored to unique client preferences and contemporary trends.
 - The customers are offered high quality crafted pieces with evolving fashion trends.
- iii. Showrooms-
 - Strategic Presence: Operates an extensive network of 66 showrooms, primarily across Tier I, II and III locations, ensuring accessibility and localized service.
 - Experiential Shopping: Offers a hands-on retail experience where customers can physically examine, try on, and appreciate the craftsmanship of diverse jewellery collections.
 - Expert Assistance: Trained Staff of knowledgeable professionals who provide personalized consultation to ensure informed and transparent purchasing decisions.
 - In-Store Technology: Showrooms feature advanced certified gold testing and carat-checking machinery to guarantee transparency and certify purity at the point of sale
- iv. E-Commerce & Digital Initiatives
 - Digital Ecosystem: Established a premier e-commerce platform offering a seamless, secure browsing and purchasing experience for an extensive range of gold jewellery and silverware.
 - Thangamayil DigiGold & Thangamayil DigiSilver: Revolutionized gold & Silver savings by enabling customers to effortlessly invest in 22-karat gold and silver with institutional-grade security and digital simplicity.
 - Customer-Centric Savings: Offers a diverse portfolio of schemes—including Smart Gold, Super Gold, and Future Plus—designed to help customers meet varied financial goals and preferences. supplemented by a live video shopping option for a convenient and personalized retail experience.
- v. Investment & Institutional Segments
 - Financial Instruments: Provides structured Fixed Deposit options, catering to conservative investors seeking stable returns and long-term security.
 - Corporate Gifting: Specialized B2B vertical providing bespoke, high-quality gifting solutions for institutional requirements, employee rewards, and professional recognition.

4. EMPLOYEES

20. Details at the end of the year of financial year:

a) Employees (including differently abled):

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	3,450	2,110	61%	1,340	39%
2.	Other than Permanent (E) *	-	-	-	-	-
3.	Total employees (D + E)	3,450	2,110	61%	1,340	39%

* *Thangamayil classifies its entire internal workforce as 'Employees,' with no individuals falling under the direct 'Workers' category. Consequently, all disclosure requirements specifically pertaining to the 'Workers' category across this report are considered not applicable, and no separate data has been recorded for the same.

The Company engages operational personnel through third-party contractors on an as-needed basis to maintain flexibility. Under this institutional arrangement, all recruitment, management, and statutory payments are administered directly by the respective external agencies, rather than by Thangamayil.

b) Differently abled Employees :

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	5	5	100%	0	0%
2.	Other than Permanent (E) *	0	0	-	0	-
3.	Total employees (D + E)	5	5	100%	0	0%

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
Key Management Personnel	5*	0	0

*Key Management Personnel includes:

1 - Managing Director, 2- Whole time Director, 1-Company Secretary, 1- Chief Financial Officer

22. Turnover rate for permanent employees and workers:

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	43.9%	24.8%	33%	10.4%	15.7%	13.05%	19%	43%	29%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

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

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24. CSR Details

S. No.	Requirement	2025-26 (Rs. In lakhs)	2024-25 (Rs. In lakhs)
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes	Yes
2.	Turnover	8,49,934	4,91,058
3.	Net worth	1,41,600	1,10,235

7. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stake holder 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 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors (Other than shareholders)	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	Nil	Nil	-	Nil	Nil	-

Stake holder 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 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	Regular surveys are conducted to collect personnel feedback, where they may express any grievances. No structured mechanism is in place to capture data, however formal and informal mechanisms exist that include standing orders in factories and surveys in the offices.
Customers	Yes	896	4	-	Nil	Nil	-
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-

- Thangamayil has established a structured Stakeholder Management Policy and a robust Whistle Blower Policy to address concerns and grievances from both internal and external stakeholders.
- These frameworks are designed in the stakeholders' grievances committee headed by the Independent Director to proactively mitigate social risks, reduce conflicts, and foster strong relationships by ensuring all grievances are handled with strict confidentiality. The Committee focuses on stakeholders' relationship.
- The Whistle Blower Policy specifically enables employees and workers to report any unethical practices or misconduct within the organization through protected disclosure.
- Stakeholders are encouraged to use dedicated grievance channels, including writing directly to companysecretary@thangamayil.com, to ensure prompt and transparent resolution.
- The Company remains committed to upholding high ethical standards and prioritizing stakeholder satisfaction as outlined in the following official policies:
- Stakeholder Management Policy: <https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Stakeholder-Management-Policy.pdf>
- Additionally, a robust Whistle Blower Policy is in place for employees and workers to report any unethical practices or misconduct within the organization, Whistle Blower Policy: <https://www.thangamayil.com/corporate/wp-content/uploads/2025/09/Whistle-Blower-Policy.pdf>

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:

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Opportunity	The retail sector of the jewellery industry presents an opportunity for energy management. Retail stores necessitate energy for their functioning, including lighting, heating, cooling systems, and electronic devices like computers and cash registers. By employing effective energy management process, the Company's retail stores can effectively curtail their energy consumption and associated expenses.	-	Positive - By effectively managing energy, retail stores can decrease their energy bills and operational expenses, leading to an enhancement in their profitability.
2	Customer privacy and data security	Risk and Opportunity	<p>Risk Our Company faces a substantial peril regarding customer confidentiality since any unauthorized access or security breach to critical information can result in severe outcomes, such as financial losses, identity theft, and a loss of customer confidence. Such an eventuality can eventually cause harm to the company's reputation.</p> <p>Opportunity The Company recognizes data security as a chance to safeguard their valuable trade secrets that encompass their designs, manufacturing processes, and supply chain. By integrating appropriate data security measures, it will mitigate the possibility of cyber-attacks, ultimately safeguarding their reputation and assets.</p>	Our Company has implemented robust measures to mitigate risks by upholding stringent data privacy policies, restricting access, utilizing password protection, employing firewalls, and employing NetCom Tier-3 certified software. Moreover, the company has set up dedicated server rooms to prevent any potential data leaks, and they consistently update and evaluate their IT security protocols to align with industry standards.	<p>Negative If it fails to adequately protect the privacy of its customers, it will result in legal penalties and fines.</p> <p>Positive The implementation of advanced cyber security solutions has reduced cyber security risks for both the company and its customers.</p>

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Access and Affordability	Risk	In the jewellery industry, it is crucial for companies to find a delicate equilibrium between providing affordable options and upholding the perceived value of their products and services. Additionally, they must consider the enduring consequences of their pricing strategy and refrain from engaging in a race to the bottom.	Our Company has implemented measures to minimize potential risks by expanding their reach through the establishment of new physical stores and online platforms, capitalizing on economies of scale, and adopting a strategic approach to material procurement to curtail costs and provide affordable options for their customers. Moreover, they take a customer-centric approach to pricing and product offerings, with the aim of enhancing their competitiveness and minimizing potential hazards.	Negative - There is a potential risk of impacting sales as the affordability is directly proportional in maintaining profit margins.
4	Selling practices and product labelling	Opportunity	Our Company is enhancing its credibility by fostering consumer trust by implementing fair-trade practices and providing comprehensive product labelling. These ethical selling practices have the potential to increase sales for the company. Additionally, Our Company ensures compliance with Hallmarking Unique ID (HUID) for its jewellery products.	-	Positive - Implementing these measures has the potential to drive up consumer demand for our Company's products and enhance their brand reputation.
5	Employee Engagement, Diversity & Inclusion	Opportunity	Engaging employees has led to increased productivity, innovation, and commitment to our Company's success. An inclusive work culture can also attract and retain top talent from diverse backgrounds, providing a competitive advantage for our Company. Measures such as feedback, recognition programs, and fostering a sense of belonging can enhance engagement. Diverse hiring practices can further foster diversity in the workforce.	-	Positive - The expenses related to acquiring and fostering human resources may be reduced.

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Supply Chain management	Risk	Supply chain management can pose risks to our Company due to potential disruptions and ethical sourcing challenges, leading to delays in delivery, loss of sales, and reputation damage.	To mitigate supply chain risks, our Company carefully selects ethical suppliers with a proven track record. Our Company maintains regular communication with its suppliers to ensure that they meet quality, pricing, lead time, and social responsibility standards.	Negative - Supply chain disruption will result in higher production costs for the product. Positive - Reduction in costs, improving efficiency, and enhancing customer satisfaction.
7	Product Design & Life Cycle Management	Opportunity	Product design and life cycle management will provide several opportunities for our Company. By developing innovative and aesthetically appealing designs, it will attract customers. Furthermore, by managing the life cycle of its products, company will optimize its supply chain, reduce waste, and minimize environmental impact.	-	Positive - It can result in increased sales, lower production costs, and higher profitability for our Company.
8.	Responsible Sourcing of Materials	Opportunity	Responsible procurement of precious metals and gemstones is vital for Thangamayil's operational integrity and environmental stewardship. By prioritizing ethically sourced and recycled materials, the Company reduces its ecological footprint, strengthens supply chain resilience, and reinforces customer trust in the brand's commitment to sustainable craftsmanship.		Positive: Enhances brand equity and customer loyalty, improves long-term supply chain stability, and may optimize sourcing costs through the increased utilization of recycled materials.
9	Corporate Governance (Compliance & Ethics)	Opportunity	Maintaining a robust corporate governance framework is essential for Thangamayil to foster a culture of ethics and social responsibility. Strong governance enhances transparency and accountability, which are critical for effective risk management and protecting stakeholder interests. By upholding high ethical standards, the Company not only improves employee well-being but also significantly strengthens its brand reputation and market credibility.		Positive: Enhances investor confidence, improves access to capital, reduces the risk of regulatory penalties, and secures long-term business sustainability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Integrating the principles of the National Guidelines for Responsible Business Conduct into the structures, policies and processes ensure that stakeholder interests are integrated into the business fabric. Creating adequate governance enables businesses to contribute towards wider development goals. This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements

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.

Table of Policies

P1	Anti-corruption or anti-bribery policy, Ethical Policy
P2	Supplier Code of conduct
P3	Health and Safety Policy
P4	Stakeholder Management Policy
P5	Human Rights Policy
P6	Environmental Policy
P7	Policy on Responsible Advocacy
P8	Corporate Social Responsibility Policy
P9	Cyber Security and Data Privacy policy

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Weblink of Policies, if available	https://www.thangamayil.com/corporate/brsr-policies/ https://www.thangamayil.com/corporate/investor-informations/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

Yes. These extend to value chain partners wherever it is relevant and to the extent applicable.

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.

Our Company has incorporated the Bureau of Indian Standards (BIS) across its entire range of jewellery products, thereby guaranteeing the quality and dependability of its offerings-

BIS Hallmark Certificate:

The accurate determination and official recording of the proportionate content of precious metal in the jewellery/ artefacts or bullion/coins. (Principle 2: Safe and Sustainable Goods and Services).

HUID

The Company has obtained HUID which stands for Hallmark Unique Identification. It is a unique 6-digit alphanumeric code assigned to each piece of hallmarked gold jewellery or artefact in India. (Principle 2: Safe and Sustainable Goods and Services).

International Gemological Institute (IGI)

Our diamond and gemstone collections are certified by IGI, providing global benchmarks for quality assurance, transparency, and product integrity. (Principle 2: Safe and Sustainable Goods and Services).

Solitaire Gemological Laboratories (SGL)

We partner with SGL for precise, scientific grading of gemstones. This internationally accredited certification guarantees stone authenticity, fostering informed and responsible consumer choices. (Principle 2: Safe and Sustainable Goods and Services).

Moreover, our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC), underscoring its unwavering dedication to ethical business practices.

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

During the financial year 2026-27, our Company has established a range of objectives to strengthen its sustainability endeavours and overall corporate social responsibility. These goals encompass the following:

ENVIRONMENT

- 1) Our Company aims to expand its training division to educate 100% of its employees and workers on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues
- 2) A major focus is being placed on designing 100% recyclable and reusable products, in line with the company's sustainable practices.
- 3) Our Company targets an annual average reduction in electricity consumption of at least 1% to contribute to environmental sustainability. By fiscal year 2035, the company aims for a substantial reduction of at least 20% in electricity consumption compared to the base year of fiscal year 2026. Further, the Company is also exploring modalities for the utilisation of solar energy.
- 4) There has been an increase in electricity consumption during the year due to opening of new branch in Chennai.
- 5) Our company is committed to reducing water withdrawal and actively promotes responsible water management practices by aiming for an average annual reduction in water usage.
- 6) Our company's commitment to the optimal use of water aligns with its environmental sustainability goals. By striving for an average annual improvement in water efficiency, it actively promotes responsible water management practices.

SOCIAL

Stakeholder engagement holds significant value for Thangamayil, and the company plans to conduct periodic assessments through formal means to actively involve stakeholders in the decision-making process.

GOVERNANCE

Our Company strives to conduct due diligence on suppliers to ensure their alignment with the company's governance values and standards by 2027.

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

The training program for FY 2025-26 achieved 100% coverage across both male and female employees through the Learning Management Software (LMS). The training initiatives were strategically organized into three categories: People Development, Technical Skills, and Process Standardization

- Overall Achievement: The company successfully achieved 100% employee participation via the LMS platform, driving robust digital upskilling across the entire workforce at Thangamayil.
- Category Performance: Technical Skills and Process Training categories achieved outstanding target completion rates, while People Development programs recorded steady engagement across all modules.
- Gender Participation: Training reached balanced organizational adoption with 8,500 program participations completed by male employees and 8,493 completed by female employees.

Governance, leadership and oversight

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

The Board of Directors of Thangamayil is pleased to present the Business Responsibility and Sustainability Report (BRSR) for the financial year 2026-27. This report reflects our continued commitment towards sustainable growth, responsible business conduct, and long-term value creation for all stakeholders.

Over the years, the Company has strengthened its approach towards Environmental, Social, and Governance (ESG) principles, building upon the foundation laid in previous reporting periods. We remain focused on integrating sustainability into our core business strategy while maintaining the highest standards of ethics, transparency, and accountability.

ESG Challenges

The Company acknowledges several ESG-related challenges inherent to the jewellery retail sector, including:

- Ensuring responsible sourcing of gold and precious materials amidst evolving global supply chain dynamics
- Managing environmental impact, particularly energy consumption and waste generation across retail operations
- Adapting to increasing regulatory expectations and stakeholder scrutiny on ESG disclosures
- Enhancing employee well-being, diversity, and retention in a competitive retail environment

Despite these challenges, we continue to proactively implement measures to mitigate risks and strengthen our ESG framework.

Targets and Commitments

During the year, the Company has set measurable ESG targets, aligned with industry best practices and regulatory expectations:

- Reduction in energy intensity across showrooms through adoption of energy-efficient technologies
- Increased use of digital processes to minimize paper consumption
- Strengthening responsible sourcing practices through vendor due diligence and compliance mechanisms
- Enhancing employee engagement, training, and welfare initiatives
- Improving governance standards through robust internal controls, compliance systems, and transparent disclosures

We are committed to continuously refining these targets in alignment with evolving ESG benchmarks.

Key Achievements

In line with our sustainability objectives and building upon progress reported in previous years, the Company has achieved the following:

Implementation of energy-saving initiatives across multiple retail outlets, resulting in improved operational efficiency

Increased adoption of digital platforms for internal processes and customer engagement

Strengthening of internal governance frameworks, including risk management and compliance monitoring systems

Continued focus on employee welfare through structured training programs, health initiatives, and engagement activities

Active participation in community development initiatives, contributing to social well-being

Looking ahead, the Company aims to deepen its ESG integration by adopting more structured sustainability practices, enhancing data-driven reporting, and aligning with global sustainability frameworks where applicable. We will continue to invest in responsible growth while maintaining our commitment to ethical business practices and stakeholder trust.

The Board reaffirms its responsibility in overseeing the ESG agenda and ensuring that sustainability remains an integral part of the Company's strategic vision.

— **Ba. Ramesh**, Joint Managing Director - DIN - 00266368

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

The Risk Management Committee has been entrusted with the highest authority to oversee and implement the Business Responsibility Policies.

This committee bears the responsibility of ensuring the policies' compliance with relevant laws and regulations, as well as their alignment with the company's objectives and mission.

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

The Risk Management Committee has been assigned the authority to make decisions regarding all matters pertaining to sustainability issues. The Committee's responsibilities encompass supervising the formulation and execution of policies, procedures, and programs pertaining to sustainability. These responsibilities extend to managing the company's environmental impact, social responsibility, and governance practices, among other related areas.

The Company's Risk Management Committee comprises of:

Name	Position on the Committee	Designation
Balrama Govinda Das	Chairman	Managing Director
Ba. Ramesh	Member	Joint Managing Director
N.B. Kumar	Member	Joint Managing Director
S. M. Chandrasekaran	Member	Independent Director
K Thiruppathi Rajan	Member	Independent Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Risk and Management Committee duly reviews the performance against enlisted policies and ensures that necessary followup actions are taken accordingly.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Our Company has diligently adhered to all statutory obligations, demonstrating full compliance. The Board has thoroughly reviewed the company's operations and found no instances of non-compliance.									Quarterly								

11. Independent assessment/ evaluation of the working of its policies by an external agency:

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes, all the policies of the Company are internally evaluated. Further, J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on the working of the policies.								

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

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

NA - Not Applicable

NGRBC Policy Mapping-

Principle	Description	Thangamayil Jewellery Limited
P1	Ethics, Transparency and Accountability: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Anti-Corruption and Anti-Bribery Policy Privacy Policy Code of Conduct of Board of Directors NRC Policy Risk Management Policy Code of Independent Directors
P2	Product Lifecycle Sustainability: Businesses should provide goods and services in a manner that is sustainable and safe.	Suppliers Code of Conduct Human Rights Policy Environment Policy
P3	Employee Well-being: Businesses should respect and promote the well-being of all employees, including those in their value chains.	Human Rights Policy
P4	Stakeholder Engagement: Businesses should respect the interests of and be responsive to all its stakeholders	Stakeholder Management Policy Suppliers Code of Conduct Anti-Corruption and Anti-Bribery Policy
P5	Promoting Human Rights: Businesses should respect and promote human rights	Human Rights Policy Anti-Corruption and Anti-Bribery Policy
P6	Protection of Environment: Businesses should respect and make efforts to protect and restore the environment.	Environment Policy
P7	Responsible Policy Advocacy: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Policy on Responsible Advocacy
P8	Support Inclusive Growth: Businesses should promote inclusive growth and equitable development.	Human Rights Policy
P9	Providing Customer Value: Businesses should engage with and provide value to their consumers in a responsible manner.	Privacy Policy Stakeholder Management Policy

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

The purpose of this section is to assist organizations in showcasing their proficiency in integrating principles and core elements into critical processes and decisions. The Company has duly provided all mandatory disclosures as per the BSR framework. Efforts are underway to disclose leadership indicators for forthcoming fiscal years.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	<ul style="list-style-type: none"> Code of Conduct and Director's Independence criterion Insider Trading Regulations Inclusive Growth and Equitable Development through CSR Initiatives 	100%
Key Managerial Personnel	4	<ul style="list-style-type: none"> Prevention of Sexual Harassment Discipline at Workplace Insider Trading Regulations Company Code of Conduct Board Governance Training 	100%
Employees other than BOD and KMPs	40	<ul style="list-style-type: none"> Human rights training Prevention of Sexual Harassment Code of Conduct Discipline at workplace Induction Trainings Insider Trading regulations Privacy Awareness Wellness Programmes 	100%

Thangamayil views employee training as a strategic investment essential for long-term organizational success and personal professional growth. We are committed to fostering a culture of continuous learning, ensuring our workforce remains proficient, secure, and future-ready.

Comprehensive training programs are implemented across all levels, including the Board of Directors, Key Management Personnel, and the broader workforce, to ensure operational excellence and safety.

Furthermore, female employees receive in-house training supplemented by sessions where professionals with expertise in their respective fields are invited to conduct specialized workshops for the growth and upliftment of employees. These programs focus on advanced customer interaction techniques, effective grievance handling, and robust safety protocols. By treating training as an ongoing endeavour and providing unwavering support for human capital development, the Company ensures that every individual can realize their full potential, directly contributing to our collective resilience and triumph.

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

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	None	None	None	None
Settlement	None	None	None	None	None
Compounding fee	None	None	None	None	None

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

The Company maintains a strong commitment to ethical and legal conduct in all operations, resulting in no instances of fines, penalties, or legal repercussions for the company, directors, or key managerial personnel.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
This particular section is not applicable to the Company	

4. Anti-corruption or Anti-bribery policy:

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

Thangamayil maintains a stringent zero-tolerance culture toward bribery and corruption, governed by a comprehensive policy that applies to all directors, employees, and third parties. This framework strictly prohibits bribes, kickbacks, and facilitation payments, while also addressing "wilful blindness" to ensure proactive ethical vigilance across all departments. To maintain transparency, the Company enforces a structured approval matrix for modest gifts and hospitality and requires rigorous due diligence and board-level approval for all charitable donations.

Ethical standards are reinforced through mandatory induction and annual training for all employees, ensuring the policy remains a core component of organizational conduct. Thangamayil mandates accurate record-keeping and robust internal controls to prevent "off-the-books" transactions. Any suspected malpractice can be reported through established grievance channels or the Whistle-Blower procedure, with non-compliance carrying severe penalties, including termination of service or legal proceedings.

For detailed information and access to the policy, kindly visit the following web link:

<https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	-	-

- For the current reporting period, no disciplinary action has been taken against any Director, Key Managerial Personnel (KMP), employee, or worker of Thangamayil by any law enforcement agency regarding charges of bribery or corruption. This record reinforces our commitment to a zero-tolerance policy and our dedication to upholding the highest ethical standards across all business operations.

- We continue to prioritize transparency and accountability as fundamental pillars for building stakeholder trust. By fostering a culture of honesty and openness, the Company ensures that its conduct remains aligned with the most stringent regulatory and ethical benchmarks.

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Corrective Actions: 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

There have been no fines, penalties or actions taken by regulators, law enforcement agencies, or judicial institutions related to cases of corruption and conflicts of interest, hence this section is not applicable to the Company.8.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	0.96	2.69

9. Open - ness of business

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

Parameter	Metrics	FY 2025 - 26 (Current Financial Year)	FY 2024 -25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases*	14%	26%
	b. Number of Trading houses where purchases are made from	5	7
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	14%	26%
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	Nil	Nil
	b. Number of dealers / distributions to whom sales are made	Nil	Nil
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

* A “trading house” is a specialized legal entity primarily engaged in the business of export, import, and/or domestic trade of goods and services, facilitating such import, export and/or domestic trade and providing related services to support these transactions.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



A) ESSENTIAL INDICATORS:

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	Nil	Nil	Not Applicable

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

In our Company, Sustainable Sourcing entails ensuring that suppliers adhere to the utilization of ethically and responsibly sourced raw materials to manufacture high-quality products. The Company has adopted the following procedures for sustainable sourcing:

1. **Implementation of a traceability system:** The Company has implemented a traceability system to meticulously track the origin of raw materials utilized in the production process. This system guarantees the absence of any violations of human rights or environmental harm. Throughout the system, enterprise resource planning is consistently upheld to ensure transparency.
2. **Development of policies and guidelines:** The Company has formulated comprehensive policies and guidelines that explicitly outline its unwavering commitment to ethical practices. These policies emphasize the sourcing of materials exclusively from certified and responsible suppliers.
3. **Establishment of long-term relationships with suppliers:** The Company actively engages in establishing enduring relationships with its suppliers. Through close collaboration, the Company works in conjunction with its suppliers to enhance their social and environmental performance.
4. **Regular assessment of supplier performance:** As part of the Company's dedication to sustainable sourcing, the Company regularly assesses the performance of its suppliers. Emphasis is placed on procuring materials from certified sources that adhere to the Company's sustainability criteria. Vendors undergo reviews on a weekly, bi-weekly, and quarterly basis, with necessary adjustments implemented as needed.
5. **Active collaboration with stakeholders:** The Company actively collaborates with various stakeholders to promote and advocate for sustainable sourcing practices.
6. **Traceability and Ethical Compliance:** A specialized traceability system and ERP are maintained to track the origin of raw materials, guaranteeing they are sourced without human rights violations or environmental harm. Suppliers are required to self-monitor and maintain detailed documentation to demonstrate compliance with anti-bribery laws, data privacy, and fair competition standards.
7. **Performance Assessment and Environmental Stewardship:** Through a management system designed to mitigate operational risks, the Company conducts regular audits and assessments—ranging from weekly to quarterly—to evaluate supplier performance against sustainability criteria. Partners are expected to actively participate in conservation efforts, such as energy reduction and waste recycling, to align the entire supply chain with the organization's long-term sustainability vision.

By implementing these measures, the Company ensures that its Sustainable Sourcing practices are effective in upholding ethical standards, environmental responsibility, and the production of superior quality products.

If yes, what percentage of inputs were sourced sustainably?

100%

3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life: 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.

Our Company, with a proactive stance towards responsible waste management, collaborates with certified recycling and disposal partners and adheres to stringent regulations and guidelines for the secure and responsible disposal of diverse forms of waste. Additionally, the Company undertakes efforts to educate its customers and stakeholders on the significance of responsible waste management to promote environmental considerations.

- a. Plastic: Our Company has established a comprehensive process to ensure the safe reclamation of plastic materials, including packaging. Within its operations, the Company actively promotes the reuse of plastic materials whenever feasible to minimize waste generation.
- b. E-waste: The Company has implemented a systematic approach to the safe disposal of electronic waste (e-waste). Thangamayil's System IT team maintains a record of worn-out hardware and networking equipment, and periodically passes it on to external vendors.
- c. Hazardous Waste: While the Company itself does not generate any hazardous waste; it acknowledges the potential exposure to such waste. Hence, the Company has robust procedures in place to guarantee the safe handling and disposal of hazardous waste in compliance with relevant regulations.
- d. Other waste: The Company has introduced a waste reduction and recycling program aimed at minimizing waste generation and fostering responsible waste management. Furthermore, the Company collaborates with suppliers to proactively minimize waste generation at its source by encouraging the use of sustainable materials and packaging.

Through these measures, the Company demonstrates its commitment to responsible waste management by prioritizing safe disposal practices, promoting recycling initiatives, and encouraging the adoption of sustainable materials across its operations and supply chain.

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

Yes, Extended Producer Responsibility is applicable to our company. We recognize our role in managing the environmental impact of our products throughout their life cycle. As part of our commitment to sustainability, we are actively exploring and evaluating alternative materials to replace the limited usage of plastic within our operations.

Thangamayil is currently in the process of registering as a Brand Owner on the Centralized Extended Producers Responsibility (EPR) Portal for Plastic Packaging with the State Pollution Control Board. The Company is actively establishing the necessary frameworks to identify and engage authorized recyclers to meet its future compliance obligations and secure plastic credits.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



A) ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,110	2,110	100	2,110	100	0	0	2110	100	2,110	100
Female	1,340	1,340	100	1,340	100	1340	100	0	0	1,340	100
Total	3,450	3,450	100	3,450	100	1340	100	2110	100	3,450	100
Other than Permanent employees											
Male	Nil	-	-	-	-	-	-	-	-	-	-
Female	Nil	-	-	-	-	-	-	-	-	-	-
Total	Nil	-	-	-	-	-	-	-	-	-	-

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	Current Financial Year (2025-2026)	Previous Financial Year (2024-2025)
Cost incurred on well-being measures as a % of total revenue of the company.	0.24%	0.29%

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

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

3. Accessibility of workplaces:

We demonstrate a strong commitment to workplace accessibility for differently abled employees by promoting equal opportunity and an inclusive environment. Physical accessibility measures such as ramps, elevators, and a lift facility provided from the stilt floor near the entrance facilitate smooth entry and exit as well as convenient movement throughout the premises. These arrangements reflect a practical approach to barrier removal and go beyond basic compliance requirements. The organization also reviews its accessibility provisions periodically, incorporating feedback and best practices to strengthen a respectful and inclusive workplace.

We regularly assess and enhance our accessibility provisions, considering feedback and following best practices. By promoting accessibility, we create a diverse and respectful workplace.

4. Equal Opportunity Policy:

Yes, our Company upholds an Equal Opportunity, which is aligned with our Human Rights Policy, to ensure fairness and eliminate discrimination. We have strict prohibitions against any form of discrimination based on factors such as race, sex, religion, age, disability, and more. Our commitment to equal opportunities is demonstrated through proactive measures aimed at preventing and addressing discrimination or harassment incidents.

To create an inclusive environment, we enforce policies that foster diversity and promote a workplace culture where all individuals can flourish. We prioritize providing equal opportunities to every employee, regardless of their background. We actively promote diversity and inclusion through training initiatives and awareness programs, reinforcing our dedication to equality.

Our overarching objective is to establish a workplace that is free from bias and prejudice, where every employee feels valued and supported. By setting a positive example within our organization, we contribute to the broader goal of building a more equitable society.

For detailed information and access to the policy, kindly visit the following web link:

web link: <https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Human-Rights-Policy.pdf>

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

Gender	FY 2025-26		FY 2024-25	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	89.2%	100%	NA	NA
Total	89.2%	100%	NA	NA

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

1. Permanent Workers / Other than Permanent Workers

The company does not employ any permanent workers; instead, all workers are engaged on a need basis with the assistance of third-party vendors.

However, all received complaints are promptly brought to the attention of the process manager. The process manager assumes a crucial responsibility by thoroughly examining the particulars of the matter and identifying the appropriate course of action.

In the event that the complaint is deemed to be of a severe nature, it may be necessary to escalate the issue to higher levels of management. In such instances, the process manager may refer the complaint to the branch manager, who can further review the particulars and determine the subsequent actions.

If the complaint remains unresolved, the organization involves the group Human Resource Manager, who can offer supplementary assistance and direction in addressing the matter..

2. Permanent Employees / Other than Permanent Employees

Our Company prioritizes a fair and respectful work environment, ensuring every employee is treated with dignity. A comprehensive Whistle Blower and Protection policy is in place, providing clear instructions for reporting complaints and protecting employees from retaliation. Communication and training programs promote fairness, respect, and dignity. Open dialogue is valued, fostering a supportive and inclusive culture. Upholding the highest ethical standards, the Company creates a safe and motivated workplace for personal and professional growth. Long-term success is driven by a commitment to fairness and equity.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	3450	Nil	-	3086	Nil	Nil
Male	2110	Nil	-	1862	Nil	Nil
Female	1340	Nil	-	1224	Nil	Nil

8. Details of training given to employees :

Employees	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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. (B)	% (B / A)	No. (C)	% (C / A)
Male	2210	2110	100	2210	100	1862	1862	100	1862	100
Female	1340	1340	100	1340	100	1224	1224	100	1224	100
Total	3450	3450	100	3450	100	3086	3086	100	3086	100

Through Thangamayil's specialized Learning Management Software (LMS), the company drove robust workforce upskilling with a total of 16,993 program participations. This digital learning initiative achieved balanced engagement

across our workforce, with 8,500 programs completed by male employees and 8,493 by female employees during the reporting period.

Female employees undergo training conducted by specialized agencies to equip them with the skills to effectively handle diverse customer interactions and grievances, including awareness of safety protocols and response mechanisms.

During the year, the Company rolled out periodic training programs across locations, covering both technical competencies and softskills for employees at various levels, which has resulted in a significant increase in the number of employees trained as compared to the previous year.

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

Employees	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Male	2,110	2,110	100	1862	1862	100
Female	1,340	1,340	100	1224	1224	100
Total	3,450	3,450	100	3086	3086	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, Our Company has implemented an occupational health and safety management system.

The Company conducts routine hygiene audits at each of its branches to safeguard the safety and welfare of all employees. This system encompasses all aspects of the company's operations, including essential components such as thorough training in employee and worker health and safety, rigorous identification and assessment of hazards, detailed incident reporting and investigation procedures, and ongoing monitoring and improvement efforts. Its aim is to foster a work environment that prioritizes the safety and well-being of employees while adhering strictly to relevant health and safety regulations and standards

- 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 proactively conducts regular inspections to identify workplace hazards and assess associated risks. Through these inspections, every task performed is carefully analysed to determine appropriate control measures, ensuring the safety of workers and employees.

To foster a culture of safety, workers and employees are actively encouraged to report any incidents or potential hazards they encounter. Their input is valuable in identifying and addressing potential risks promptly, further enhancing workplace safety.

The Company places significant emphasis on training programs aimed at equipping workers and employees with the necessary knowledge and skills to mitigate risks. These training programs are conducted regularly to ensure that individuals are well-prepared to handle potential hazards and take preventive measures effectively.

When hazards are identified, the company takes immediate action to implement preventive measures. Prompt implementation of these measures plays a crucial role in mitigating risks and safeguarding the well-being of workers and employees.

By conducting regular inspections, encouraging incident reporting, providing comprehensive training, and promptly implementing preventive measures, the company demonstrates its commitment to prioritizing workplace

safety. These proactive measures contribute to creating a secure work environment and reducing the potential for accidents or injuries.

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

Our company places great emphasis on maintaining transparency in reporting work-related hazards by implementing clear and confidential channels. Workers receive regular training to enhance their ability to identify and report hazards effectively, fostering a proactive safety culture within the organization.

To ensure the prompt response to immediate risks, the company has established clear emergency procedures. These procedures equip workers with the necessary knowledge and guidance to respond swiftly and appropriately in emergency situations. By providing workers with a structured framework for action, the company prioritizes their safety and minimizes potential harm.

By maintaining transparent reporting channels and empowering workers through training and emergency procedures, the company demonstrates its commitment to creating a safe work environment. These measures enable the identification and mitigation of hazards, allowing for proactive risk management and the continuous improvement of workplace safety practices.

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

The company offers a range of non-occupational medical and healthcare services to all employees, including preventive care, regular check-ups, vaccinations, insurance coverage, and health education programs. These extensive services cultivate a culture of well-being in the workplace, enhancing the overall health and welfare of employees.

Additionally, complimentary medical insurance is extended to all employees, covering their family members as well.

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

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

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

The Company places a strong emphasis on creating and maintaining a safe, healthy, and supportive work environment for all employees. To uphold this commitment, the following measures have been instituted:

- Employees are provided with suitable chairs for comfortable seating, promoting good posture and reducing the risk of musculoskeletal issues.
- A readily accessible and well-stocked first aid box is available, ensuring that immediate medical assistance can be provided if needed. Ample amenities are also provided to cater to the diverse needs of all staff members.
- Work areas are maintained in a clean, uncluttered, and well-lit condition, minimizing potential hazards and ensuring a safe working environment. Attention is given to ensuring that employees wear appropriate footwear to prevent accidents and injuries.
- Fire safety measures are in place, including the installation, regular maintenance, and clear labelling of fire extinguishers according to their specific fire types. This ensures prompt response and effective fire control in case of emergencies.

- e. Adequate air conditioning systems are provided to maintain a comfortable temperature within the work area, promoting productivity and employee well-being. Access to clean drinking water is also ensured, contributing to employee health and hydration.
- f. Regular and comprehensive assessments are conducted to identify and address potential hazards and risks that may be present within the workplace. These assessments enable proactive measures to be taken, ensuring the implementation of appropriate safety protocols and minimizing potential risks. Through these initiatives, the Company underscores its dedication to employee well-being and workplace safety. These proactive measures help foster a positive and secure work culture, allowing employees to carry out their responsibilities with confidence and peace of mind.

By implementing these measures, the company demonstrates its commitment to safeguarding the well-being of its employees and providing a secure work environment. These initiatives contribute to a positive work culture and enable employees to perform their duties with peace of mind, knowing that their safety and health are prioritized.

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

	FY (2025-26) Current Financial Year			FY (2024-25) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	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. Corrective Actions: 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.

The Company diligently followed safety protocols in compliance with state and local regulations, ensuring the maintenance of high hygiene standards. As a testament to these efforts, there were no reported safety incidents throughout the year.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



A) ESSENTIAL INDICATORS:

1. Identification of stakeholder group: Describe the processes for identifying key stakeholder groups of the entity

The Company has established a comprehensive stakeholder engagement framework designed to enhance the identification of stakeholders, improve the effectiveness of engagement efforts, and support trust-building, reputation management, and value creation for all stakeholders.

Core dimensions:

The framework is based on two key dimensions critical to stakeholder identification:

- **Stakeholder Interests** – Understanding the specific concerns, expectations, and needs of stakeholders.
- **Level of Influence** – Assessing the degree of power or impact stakeholders have on the organization's decisions and outcomes.

These dimensions enable the Company to prioritize stakeholders appropriately and tailor the engagement approach to suit each group's characteristics.

Identification Criteria: Beyond these dimensions, the Company evaluates stakeholders using several important criteria:

- Dependency on the Organization – The extent to which stakeholders rely on the Company for their needs or operations.
- Responsibility towards the Organization – The degree of accountability stakeholders holds in relation to the Company's activities.
- Organizational Attention – The level of focus or resources the Company directs toward each stakeholder group.
- Influence over the Organization – The ability of stakeholders to affect the Company's performance, reputation, or strategy.
- Diverse Perspectives: We identify groups whose different views can lead to a new understanding of situations and the identification of opportunities for action that may not otherwise occur.

Based on these criteria, the Company has identified its key stakeholders, which include shareholders, government/regulatory authorities, dealers, suppliers, employees/workers, bankers, and communities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	<ul style="list-style-type: none"> • Annual General Meeting • Shareholder Meets • Email, • Stock Exchange (SE) intimations investor/analysts meet/ • Annual report • Quarterly results • Media releases • Company/SE website 	Quarterly, Half yearly and Annually	<ol style="list-style-type: none"> 1. Share price appreciation, dividends, profitability and financial stability, 2. Robust ESG practices climate change risks, cyber risks, growth prospects 3. Answer to queries of investors on operations of the Company. 4. Bring transparency with the community of existing and potential investors
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> • Reporting / Filings. • Submissions/ Applications. • Conclusion of assessments. • Representations in person • Attending Workshops conducted by the authorities 	On periodical basis as provided under relevant legislations	Discussions with regulatory bodies with respect to regulations, amendments, approvals and assessments.

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
Customer	No	<ul style="list-style-type: none"> • Events, Mails, SMS, • Brochures, • Website • Thangamayil branch offices • Social Media engagement 	On Regular basis	To understand customer preferences, feedback and resolve their grievances.
Employees	No	<ul style="list-style-type: none"> • Counselling sessions, Interactive meetings, • Internal management development programmes, • Webinar • Email 	On regular basis	<ol style="list-style-type: none"> 1. To keep employees updated and address their concerns and encourage their engagement. 2. Learning and development. 3. Employee safety and wellbeing. 4. Ensure ethical practices.
Local Communities	No	<ul style="list-style-type: none"> • Meetings and briefings, • Partnership in community development projects, • Training and Workshops, • Impact Assessments, • Website • Social Media. • CSR 	Need basis	<ol style="list-style-type: none"> 1. Need assessment for CSR, Reviews and Addressing Grievances, if any 2. Education & Health 3. Food Assistance
Board of Directors	No	<ul style="list-style-type: none"> • Board Meeting, • Committee Meetings and briefings / familiarity programmes 	On regular basis	<ol style="list-style-type: none"> 1. To review the performance of the company 2. Strategic Oversight and Governance 3. Regulatory compliance 4. Risk Management
Competitors	No	<ul style="list-style-type: none"> • Conferences, • Industry Events 	Need basis	To understand the market size and developments Competitive positioning and emerging best practices.
Media	No	<ul style="list-style-type: none"> • Press Releases, • Events 	On periodical basis	To create awareness about products and services, brand reputation, company information dissemination.
Professional & Consultants	No	<ul style="list-style-type: none"> • Reports • Legal Opinions 	On periodical basis	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues with expert opinion.
Industry Associations	No	<ul style="list-style-type: none"> • Trade events • Conferences • Newsletter • Publications 	Need basis	For networking opportunities and to stay updated on industry news and trends To contribute to sectoral growth

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
Suppliers	No	<ul style="list-style-type: none"> Assessment, Review, Meetings, calls, training, workshop and webinar Website Social media 	Need basis	Queries/suggestions/ assurance/complaints etc. Raising our concerns with suppliers
Designers/ Artists	No	<ul style="list-style-type: none"> Email Telephone 	On periodical basis	To understand new trends in market and collaborate for innovation.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



A) 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 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent	3450	3450	100	3086	3086	100
Other than permanent	Nil	-	-	0	0	0
Total Employees	3450	3450	100	3086	3086	100

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent	3450	-	-	3450	100	3086	-	-	3086	100
Male	2110	-	-	2110	100	1862	-	-	1862	100
Female	1340	-	-	1340	100	1224	-	-	1224	100
Other than permanent	Nil	-	-	-	-	-	-	-	-	-
Male	Nil	-	-	-	-	-	-	-	-	-
Female	Nil	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages
a. Median Remuneration / wages (Amount in INR)

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)*	3	₹ 1,44,00,000	0	0
Key Managerial Personnel **	2	₹ 31 28,066	0	0
Employees other than BOD and KMP	2105	₹ 3,24,240	1340	₹ 2,74,938

* The Board of Directors comprises only three Directors. All other Directors including four independent Directors and one Non-Executive Director, who are not on the company's payroll as employees are not taken into consideration.

**Key Managerial Personnel includes Company Secretary and Chief Financial Officer.

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

	FY 2025 -26 (Current Financial Year)	FY 2024 -25 (Previous Financial Year)
Gross wages paid to females as % of total wages	32.52%	28.59%

4. Focal point for addressing human rights: 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)

- The Human Resource Manager plays a vital role in addressing human rights impacts within the organization. Through their efforts, including addressing issues, conducting assessments, collaborating with stakeholders and external organizations, we are dedicated to identifying and mitigating any negative human rights impacts while striving to uphold the highest standards across all our operations.
- Throughout the organization, our unwavering commitment to upholding the highest standards of human rights protection remains steadfast. The Human Resource Manager, supported by a dedicated committee, works diligently to identify, assess, and address any potential human rights risks or violations. This proactive approach demonstrates our commitment to ensuring a safe, inclusive, and respectful working environment for all employees..

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

The company has established effective internal mechanisms to address grievances related to human rights issues. These internal mechanism plays a vital role in addressing grievance redressal on human rights issues within organizations. By establishing clear policies, providing accessible channels for reporting, conducting thorough investigations, and promoting awareness and training, organizations can create a culture of respect and accountability. Through these efforts, organizations can demonstrate their commitment to upholding human rights and contribute to a safer and more equitable workplace for all.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	Nil	Nil	None	Nil	Nil	None

Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other human rights related issues	Nil	Nil	None	Nil	Nil	None

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

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

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

The Company has implemented a comprehensive whistle blower policy and Prevention of Sexual Harassment (POSH) policy. These policies establish a framework that empowers employees to report any unethical or illegal behaviour and raise concerns about wrongdoing without the fear of facing retaliation. The company places a strong emphasis on maintaining the confidentiality of the complainant's details.

In cases involving sexual harassment, the company handles them with utmost sensitivity and confidentiality. Protecting the complainant and preventing any further victimization are of paramount importance. The company ensures that all such cases are treated with the necessary care and attention they deserve, creating a safe and supportive environment for everyone.

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

Our primary focus is to collaborate with suppliers who demonstrate a steadfast commitment to upholding human rights without any infringements. This commitment encompasses unwavering compliance with relevant laws and regulations, while fostering a culture of ethics, integrity, and profound respect for human rights across all dimensions of our operations.

10. Assessments for the year:

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

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers. The company has a robust policy to address human right issues such as child labour, forced labour, sexual harassment, discrimination, and wages. Regular assessments and training are conducted to prevent violations. The company takes prompt and effective corrective action, including legal action, if necessary, in the event of any violations. Policies and procedures are continuously reviewed and strengthened to ensure human rights are upheld across all operations.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) ESSENTIAL INDICATORS:

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

Parameter	FY 2025-26 (Current Financial Year) In GJ	FY 2024-25 (Previous Financial Year) In GJ*
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	36,885.18	26899.75
Total fuel consumption (E)	1,823.83	1,122.34
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	38,709.01	28,022.10
Total energy consumed (A+B+C+D+E+F)	38,709.01	28,022.10
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees in lakhs)	0.00000045	0.00000057
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000926	0.0001146
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The figures for the financial year 2024-2025 have been restated following the SEBI guidelines issued under the circular Industry Standards Forum guidance for BRSR Core dated December 20, 2024, to ensure consistency and comparability with the current financial year disclosure.

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.

The assessment/evaluation has been carried out in-house and J. Sundharesan and Associates, Compliance Governance and Sustainability Advisors has given Limited Assurance on the said parameter.

2. Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India:

This particular section is not applicable, as the Company has not been identified as designated consumer under 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	45,022.50	40,272.30
(iii) Third party water	5002.50	4474.70
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	50,025	44,747
Total volume of water consumption (in kilolitres)	50,025	44,747
Water intensity per rupee of turnover (Water consumed / turnover Rs. in lakhs)	0.0000005886	0.000009112*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) IMF PPP index for FY -23-24 is 22.4 & for FY 22-23 is 22.16	0.00000000012	0.00000000183
Water intensity in terms of physical output	-	
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* Water calculation was based on 290 days last year per employee on an assumption basis of 45 litres per day of consumption per person.

* The figures for 2024-25 has been restated.

z: 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 was carried out by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface Water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
No treatment	45,022.50	40272.30

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	5002.50	4474.70
With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	50,025	44,747

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

Thangamayil functions within the retail industry and avoids any manufacturing activities that cause substantial liquid waste creation. Water consumption is mainly restricted to domestic uses like hygiene, maintenance, and related tasks, resulting in very low effluent discharge. Therefore, the quantity of wastewater produced is insignificant and does not require the deployment of a Zero Liquid Discharge (ZLD) plant.

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
6. NOx	Not Applicable	Nil	Nil
7. SOx	Not Applicable	Nil	Nil
8. Particulate matter (PM)	Not Applicable	Nil	Nil
9. Persistent organic pollutants (POP)	Not Applicable	Nil	Nil
10. Volatile organic compounds (VOC)	Not Applicable	Nil	Nil
11. Hazardous air pollutants (HAP)	Not Applicable	Nil	Nil
12. Others – please specify	Not Applicable	Nil	Nil

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

No

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1126.60	447.77
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7280.99	4541.98
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations (Rs. in lakhs))	Metric tonnes of CO ₂ equivalent	0.0000000989	0.00000019851
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent	0.0000020120	0.0000003052
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*The figures for the financial year 2024-2025 has been restated following the SEBI guidelines issued under the circular Industry Standards Forum guidance for BRSR Core dated December 20, 2024, to ensure consistency and comparability with the current financial year disclosure

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 was carried out by an external agency

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

- Planting trees is indeed an effective way to combat climate change and promote environmental sustainability. Trees play a crucial role in mitigating the effects of climate change by absorbing carbon dioxide and releasing oxygen through the process of photosynthesis. They also provide numerous other benefits such as reducing air pollution, improving water quality, supporting biodiversity, and preventing soil erosion.
- The Company's initiative to plant 1 crore seedballs and provide seed balls to our customers not only helps in offsetting carbon emissions but also raises awareness about the importance of environmental conservation. By involving our customers in this initiative, we are encouraging them to be actively engaged in creating a healthier planet.
- The Company has issued 19,816 seed balls to its customers during the year.
- Upgrading to 5-star rated air conditioners in the office can result in significant energy savings. A 5-star AC consumes 20-30% less power compared to 3-star or 4-star models. This is especially advantageous for showrooms, where air conditioners operate for extended hours each day.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.59	14.40
E-waste (B)	3.68	NIL
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+ B + C + D + E + F + G + H)	21.28	14.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations Rs. in lakhs)	0.0000000003	0.0000000029
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000051	0.0000000589
Waste intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3.687	Nil
(ii) Reused	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	3.687	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		

(i) Incineration	The Company abstains from engaging in practices such as incineration or landfilling for waste disposal. Instead, it adheres to a stringent protocol of channelling waste disposal through an authorized vendor specifically designated by the Madurai Municipal Corporation.	The Company abstains from engaging in practices such as incineration or landfilling for waste disposal. Instead, it adheres to a stringent protocol of channelling waste disposal through an authorized vendor specifically designated by the Madurai Municipal Corporation.
(ii) Landfilling		
(iii) Other disposal operations (Channelling waste disposal through Madurai Municipal Corporation)		
Total	Other Disposal - 21.277	Other Disposal - 14.40

*The figures for the financial year 2024-2025 has been restated following the SEBI guidelines issued under the circular Industry Standards Forum guidance for BRSR Core dated December 20, 2024, to ensure consistency and comparability with the current financial year disclosure.

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

No.

10. Waste management practices adopted in the establishment: 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.

Thangamayil perpetually assesses and improves its refuse handling methods to match contemporary sectoral benchmarks and optimal procedures. Through periodic evaluation of these systems, we aim to streamline our disposal protocols and lessen ecological footprints.

Designated areas are established for the collection, classification, and removal of toxic and standard materials properly following statutory and judicial mandates. When feasible, discards are processed and repurposed appropriately. Ongoing initiatives are pursued to utilize scrap substances creatively.

Beyond our domestic endeavours, we emphasize the ecological adherence of our vendors. We guarantee that all our partners follow the pertinent environmental rules, encouraging a shared dedication to viable operations across our chain.

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not have any offices or operational sites in the vicinity of any ecologically sensitive area.			

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

Environmental Impact Assessment is not applicable to the Company.

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

Yes, the Company is fully compliant with all the applicable environmental laws/regulations/guidelines in India including but not limited to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

The Company is in the process of applying for EPR registration.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) ESSENTIAL INDICATORS:

1. A) **Affiliations with trade and industry chambers/ associations:** Number of affiliations with trade and industry chambers/ associations.

Thangamayil Jewellery Limited has affiliations with 6 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:**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Federation of Tamil Nadu Chambers of Commerce & Industry (FTCCI)	State
2.	Madurai Jewellery Retailers Associations	State
3.	Gem and Jewellery exports promotion Council	National
4.	Indian Bullion Jewellers Association Limited	National
5.	The Jewellers & Diamond Trade Association – Madras (MJDTA)	State
6.	National Gems and Jewellery Council of India	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:**

Name of authority	Brief of the case	Corrective action taken
The Company has not engaged in any anti-competitive conduct.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



The Company prioritizes its Social Policy, which encompasses diverse objectives including healthcare and wellness, public benefit through plant sapling, food assistance, education assistance, Green and Sustainable Gaushala, eye camps, and more.

Additionally, the Company actively engages in fostering the social and economic progress of the communities in which it operates. This commitment is reflected in its comprehensive Corporate Social Responsibility (CSR) policy, encompassing the formulation, implementation, monitoring, evaluation, documentation, and reporting of CSR activities.

Through its social investments, the Company addresses various community needs near its outlets and offices. These initiatives aim to create a positive and enduring impact on the well-being and development of the local communities it serves.

A) ESSENTIAL INDICATORS:

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

Name and brief details of project	SIA Notifi-cation No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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This section is not applicable to the Company as there were no projects that required Social Impact Assessment (SIA) to be undertaken under the law.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)	Relevant Web link
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This section is not applicable to the Company as there were no projects that required Rehabilitation and Resettlement (R&R).

3. Community redressal mechanism: Describe the mechanisms to receive and redress grievances of the community.

Thangamayil acknowledges the Branch Manager serves a pivotal function in overseeing local complaints, acting as an essential bridge between the organization and society. Their engagement guarantees transparent interaction and the prompt settlement of interests.

To streamline this procedure, the organization provides a complimentary hotline and a specific electronic mailbox, ensuring simplicity for public residents to disclose problems. These reachable platforms promote honest conversation and swift feedback.

Through diligently hearing and settling public worries, the organization strengthens its dedication to creating confidence and preserving solid connections with outside parties. This accessible and energetic strategy encourages helpful and reciprocally advantageous involvement between the enterprise and the neighbourhood.

Every complaint is handled with gravity, and the organization preserves a visible system for relaying outcomes to both domestic and outside interest groups.

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

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighbouring districts	75%	74%

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

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Rural	0	0
Semi-urban	4.78	5.32
Urban	75.14	87.84
Metropolitan	20.08	6.84

*This has been re-stated for the period 2024-25

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



The Company places great importance on responsibly engaging with and providing value to its consumers as a fundamental aspect of its business strategy. This not only builds trust and loyalty but also contributes to a sustainable future for all stakeholders.

The Company acknowledges the significance of engaging with consumers in a responsible manner, striving to meet their needs while minimizing adverse effects on society and the environment. It actively seeks to understand customer preferences and maintains transparent communication channels. By adopting a customer-centric approach and with a robust information technology and data security system in place, the Company aims to foster long-lasting relationships while upholding its commitment to social and environmental responsibility, thus contributing to a sustainable future.

A) ESSENTIAL INDICATORS:

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

Thangamayil has established a dedicated Customer Care Department that serves as the central hub for managing all consumer interactions and grievance redressal. Complaints are received across multiple channels through telephone calls, social media, e-mail, and in-store feedback systems and are captured centrally into the Zendesk CRM tool by the Customer Care team. Branch leaders additionally log complaints through the Digi-Gold App.

The department comprises a team of 9 members - one Customer Care Lead and eight dedicated executives. The Customer Care Lead is responsible for technical monitoring, preventive maintenance coordination, and taking final decisions on complaint resolutions. Additionally, the team monitors the daily performance of customer service assets and records. Each complaint is reviewed by a Senior Executive, categorised based on severity and impact, and assigned to the relevant cross-functional group for resolution. Complex issues are resolved through coordination between branch leaders and operations teams, with the Operations team handling complaints escalated to TMJL CRM groups.

The average escalation turnaround time (TAT) recorded for FY 2025 - 2026 is 24 hours. Resolution and closure are governed by a structured five-step process: Receipt > Review > Decision > Action & Resolution > Closure, with each ticket formally closed within the Zendesk CRM upon completion.

Unresolved complaints are governed by a formal Escalation Matrix that automatically routes issues to progressively higher authority levels based on TAT breaches:

Escalation Level	Responsible Authority	Standard TAT
L1	Showroom Leaders / Senior Executive	2 – 8 Hours
L2	Customer Care Lead / Manager	8 – 24 Hours
L3	Operations Manager	24 – 48 Hours
L4	AGM – Corporate Affairs	48 Hours & Above
L5	General Manager	As Required

Through this structured mechanism, Thangamayil ensures that every consumer complaint receives timely attention, accountability at each level, and a documented closure helps in reinforcing its commitment to responsible business conduct and enduring customer relationships.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100% (Bureau of International Standards)
Recycling and/or safe disposal	-

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

Category	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

5. Cyber security policy: 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. Thangamayil has established a comprehensive framework and formal Privacy Policy to safeguard sensitive information and ensure the security of its users. The policy outlines the organization's commitment to protecting personal data across all platforms, including its website, mobile app, retail ERP system, and social media accounts.

Framework and Policy Implementation

- The company implements advanced security measures, such as Secure Socket Layer (SSL) technology, to encrypt sensitive information during transmission.
- A dedicated focus is placed on collecting only necessary information willingly provided by users, such as names, addresses, and government-mandated ID proofs (PAN/Aadhaar) for KYC compliance.
- To enhance financial security, the company does not directly store credit/debit card or banking details; instead, it utilizes certified third-party payment gateways that adhere to strict confidentiality agreements.

Customer Privacy and Data Governance

- Customer privacy remains a priority, with the company adopting a proactive approach to safeguard data against marketing, spam, or unauthorized third-party sharing.
- The organization maintains a structured data retention protocol, keeping information only as long as permitted or required for legal verification by the Government of India.
- IT security protocols and privacy practices are periodically revised and updated to remain aligned with evolving industry standards and regulatory requirements.

Through these robust safeguards and ongoing vigilance, the company consistently prioritizes the security of its systems and information, reinforcing trust among customers and stakeholders. For further details, please refer to the provided link:

<https://www.thangamayil.com/corporate/wp-content/uploads/2023/05/Privacy-Policy.pdf>

6. Corrective Actions:

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

This section is not applicable to the Company as there have been no reported incidents of such issues till date.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - **None**
- b. Percentage of data breaches involving personally identifiable information of customers - **None**
- c. Impact, if any, of the data breaches - **None**