

**August 29, 2025**

To  
The Manager  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai-400001  
**Scrip Code: 534618**

To  
The Manager  
National Stock Exchange of India Limited  
Exchange Plaza, C-1 Block G,  
Bandra - Kurla Complex, Bandra (East)  
Mumbai - 400 051  
**Scrip Symbol: WAAREERTL**

**Sub.: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-2025**

Dear Sir/Madam,

This is in reference to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Kindly find enclosed herewith Business Responsibility and Sustainability Report (the BRSR) for the Financial Year 2024-2025.

The BRSR also forms the part of the Annual Report for the Financial Year 2024-25, submitted to the exchange vide letter dated August 29, 2025.

Please take the same on your records and suitably disseminate to all concerned.

Thanking you,

Yours faithfully,

**For Waaree Renewable Technologies Limited**

**Heema Shah**  
**Company Secretary**  
**ACS 52919**  
**Email Id: [info@waareertl.com](mailto:info@waareertl.com)**

**Enclosed: As above**

**Waaree Renewable Technologies Limited**

(A subsidiary of Waaree Energies Limited)

## Annexure-8 To The Board's Report

### Business Responsibility & Sustainability Report

#### SECTION A: GENERAL DISCLOSURES

##### 1) Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L93000MH1999PLC120470
2. Name of the Listed Entity:	Waaree Renewable Technologies Limited ('Waaree RTL')
3. Year of Incorporation:	1999
4. Registered Office Address:	504, Western Edge - I, Off. Western Express Highway, Borivali (E), Mumbai, Maharashtra, 400066
5. Corporate Address:	504, Western Edge - I, Off. Western Express Highway, Borivali (E), Mumbai, Maharashtra, 400066
6. E-mail:	info@waareertl.com
7. Telephone:	+9122-66444444
8. Website:	www.waareertl.com
9. Financial year for which Report is prepared:	FY 2024-25
10. Name of the Stock Exchange(s) where shares are listed:	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE). (w.e.f. 09 <sup>th</sup> April 2025)
11. Paid-up Capital:	Rs. 20,84,93,138/- (Rupees Twenty Crores Eight Four Lacs Ninety-Three Thousand One Hundred and Thirty-Eight only)

##### 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report:

Particulars	Details
Name	Ms. Heema Shah
Designation	Company Secretary
Telephone Number	+91 22 6644 4444
Email ID	info@waareertl.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 have been made on a standalone basis. The reporting scope encompasses Waaree RTL's project sites and offices across India.

##### 14. Name of assurance provider: Reasonable assurance is not applicable to the Company for FY 2024-25 as the Company does not fall under Top 250 Companies based on market capitalization.

##### 15. Type of assurance obtained: Reasonable assurance is not applicable to the Company for FY 2024-25 as the Company does not fall under Top 250 Companies based on market capitalization.

##### 2) Products/Services

##### 16. Details of business activities:

Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
42201	Construction and maintenance of power plants	97.61%

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

Group	NIC Code		Products/Services	% of total Turnover contributed
	Class	Sub Code		
422	4220	42201	Construction and maintenance of power plants	97.61%

##### 3) Operations

##### 18. Number of locations where plants and/or operations/offices of the Entity are situated

Location	Number of projects	Number of offices	Total
National	48	01	49
International	-	-	-

##### 19. Markets served by the Entity:

##### a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	Nil

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

Nil

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

Waaree RTL is at the forefront of driving the growth and innovation in the Solar EPC (Engineering, Procurement, and Construction) sector, positioning itself as a leader in the renewable energy industry. The company serves a wide range of clients, including industrial enterprises, and commercial businesses, by actively promoting and facilitating the adoption of sustainable and environmentally friendly energy solutions. These solutions are designed to significantly reduce carbon emissions, contributing to the global effort to combat climate change.

Waaree RTL provides clean, renewable energy to its diverse clientele by executing both on-site solar projects, such as rooftop and ground-mounted installations, and off-site solar farms, including open-access solar plants. By offering customized and scalable solar energy solutions, the company ensures that each customer has access to reliable, cost-effective, and eco-friendly energy sources, ultimately empowering them to lower their carbon footprint and enhance their energy efficiency.

##### 4) Employees

##### 20. Details as at the end of Financial Year:

##### a. Employees and Workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>					
Permanent (D)	171	163	95.32%	8	4.68%
Other than permanent (E)	115	109	94.78%	6	5.22%
<b>Total Employees (D+E)</b>	<b>286</b>	<b>272</b>	<b>95.10%</b>	<b>14</b>	<b>4.90%</b>
<b>Workers</b>					
Permanent (F)	-	-	-	-	-
Other than permanent (G)	-	-	-	-	-
<b>Total Workers (F+G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Annexure-8 To The Board's Report (Contd.)

## b. Differently abled Employees and Workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>					
Permanent (D)	-	-	-	-	-
Other than permanent (E)	-	-	-	-	-
<b>Total Employees (D+E)</b>	-	-	-	-	-
<b>Workers</b>					
Permanent (F)	-	-	-	-	-
Other than permanent (G)	-	-	-	-	-
<b>Total Workers (F+G)</b>	-	-	-	-	-

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and Percentage of Female	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel*	2	1	50%

\*Other than directors

## 22. Turnover rate for Permanent Employees and Workers

	FY24-25* (Turnover rate in current FY in %)			FY23-24* (Turnover rate in previous FY in %)			FY22-23* (Turnover rate in prior previous FY in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	0.20%	0.01%	0.21%	6.25%	0.56%	6.81%	4.13%	22.22%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*Includes only on roll employees

## 5) Holding, Subsidiary and Associate Companies (including Joint Ventures)

## 23. Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sr.	Name of the Subsidiary/Associate Companies (A)	Indicate whether Subsidiary / Associate	% 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	Waasang Solar One Private Limited	Subsidiary	51	No
2	Sunsational Solar Private Limited (w.e.f. 30 <sup>th</sup> August 2024)	Subsidiary	100	No
3	Sunsational Energy Private Limited (w.e.f. 30 <sup>th</sup> August 2024)	Subsidiary	100	No
4	Waaree Energies Limited	Holding	74.39	No

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## 6) CSR Details

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

ii. Turnover (in ₹): 87,617.86 Lakhs

iii. Net worth (in ₹): 24,748.55 Lakhs

## 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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)  (If Yes, then provide weblink for grievance redress policy)	FY25 current Financial Year			FY24 previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	1	-	-	4	1	-
Supply chain partners	Yes	-	-	-	-	-	-
Other (Anonymous emails/letters)	Yes	-	-	-	-	-	-

## 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.

Sr.	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	Customer experience & satisfaction	Risk	Poor quality of services and products can lead to customer dissatisfaction, potential loss of reviews, social media, and direct customers, and damage to brand reputation.	To mitigate this risk, we actively use multiple channels to engage with our customers, such as surveys, reviews, social media, and direct communication. This allows us to gather continuous and real-time feedback, which helps identify issues early and enables us to take corrective actions quickly. We also focus on staff training, quality control, and process optimization to ensure the delivery of top-notch products and services.	Negative

Annexure-8 To The Board's Report (Contd.)

Sr.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
2	Safeguarding Biodiversity	Risk	Our operations and services have the potential to negatively impact biodiversity and ecosystem services. Such impacts could result in the loss of protected species, habitat fragmentation, and the disruption of critical ecological functions. This not only poses environmental risks but can also lead to reputational damage and jeopardize our social license to operate, particularly in regions with strict environmental regulations or sensitive ecosystems.	We proactively manage our environmental footprint by closely monitoring and mitigating any negative impacts on biodiversity. Our approach includes conducting thorough biodiversity risk assessments during the planning stages of key projects. Additionally, we ensure that all projects adhere to a robust Biodiversity Management Plan, which aligns with global best practices and industry standards. This includes minimizing habitat disruption, preserving endangered species, and taking steps to restore impacted ecosystems whenever possible.	Negative
3	Employee & workforce engagement, welfare	Risk	Higher employee turnover can lead to a decrease in overall productivity and the loss of valuable tacit knowledge, which is often not easily transferred. This turnover can also disrupt team dynamics, reduce morale, and increase recruitment and training costs. Additionally, the loss of experienced employees can affect the quality and continuity of work, leading to potential delays and operational inefficiencies.	To mitigate this risk, we prioritize employee engagement and satisfaction by implementing various strategies aimed at improving retention. These include refining recruitment and onboarding processes to ensure the right cultural and professional fit, offering competitive compensation packages and benefits, providing continuous development opportunities, and promoting a healthy work-life balance. Furthermore, we conduct thorough exit interviews to gather insights and feedback, helping us address potential issues before they result in turnover. These proactive measures are designed to foster a supportive work environment, improve job satisfaction, and ultimately retain talent.	Risk

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Sr.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4	Health & safety	Risk	Ensuring the safety and well-being of our employees, who are our most valuable assets, is critical. Failure to manage health and safety risks effectively could lead to workplace accidents, injuries, or long-term health issues for employees. These incidents not only affect the individuals involved but can also result in legal liabilities, regulatory damage, and disruptions to operations, ultimately affecting the company's financial performance and stakeholder trust.	To address this risk, Waaree RTL has implemented a robust and comprehensive Health, Safety, and Environment (HSE) policy and procedure that applies across all operations. We conduct regular safety assessments to identify potential health and safety hazards and take proactive measures to control or eliminate them. This includes providing ongoing training and awareness programs for employees, promoting a culture of safety, and conducting periodic reviews to ensure compliance with evolving safety standards. These efforts are overseen by the Board to ensure accountability and continuous improvement in safety practices.	Negative
5	Human rights & labour conditions	Risk	Violations of human rights and poor labour conditions can severely damage the company's reputation and brand integrity. These violations can lead to negative media attention, loss of customer trust, legal actions, and even boycotts. As stakeholders increasingly prioritize ethical practices, failing to uphold human rights standards could result in a loss of business opportunities and partnerships, and make it difficult to attract and retain talent.	To mitigate this risk, we conduct thorough human rights assessments for all our operations and supply chains. This includes ensuring that our business practices comply with national and international labour laws, as well as adopting fair treatment, non-discrimination, and ethical labour practices across all levels of our organization. We also implement regular audits and collaborate with external stakeholders to identify and address potential human rights concerns, ensuring that we maintain a high standard of ethical conduct and respect for workers' rights.	Risk

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Sr.	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	Climate action	Risk	The risks associated with climate change, including more frequent and severe weather events, are increasingly affecting businesses worldwide. These risks can disrupt operations, damage infrastructure and lead to increased costs, potentially impacting the company's profitability and long-term sustainability. Failure to adequately manage these climate risks could also result in non-compliance with evolving environmental regulations and a loss of stakeholder trust.	To address and mitigate climate change risks, we follow a comprehensive approach outlined in the Board's Risk Policy. This includes identification of climate-related risks, systematic control measures, and development of adaptation strategies. We focus on reducing emissions through targeted sustainability initiatives, including energy-efficient technologies and resource optimization. Additionally, we engage stakeholders to ensure transparency, compliance with policies, and proactive management of climate-related risks. Part of our efforts also involves investing in resilient infrastructure development to withstand the impacts of adverse weather events and other climate challenges.	Negative
7	Diversity, inclusion & equal opportunity	Risk	Diversity and inclusion are crucial aspects of being an equal opportunity employer. With the growing emphasis on unique skill sets from a diverse workforce, this area represents a significant reputational risk factor.	We promote workplace diversity by improving representation at all levels and fostering an inclusive culture through effective policies and practices. This ensures equal opportunities for growth and development across the organization.	Negative
8	Data security, privacy, and cybersecurity	Risk	Access to sensitive data by miscreants and loss of data integrity	We implement a strong information security architecture to protect sensitive data from unauthorized access and ensure data integrity.	Negative

### Annexure-8 To The Board's Report (Contd.)

#### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

- P 1** Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P 2** Businesses should provide goods and services in a manner that is sustainable and safe.
- P 3** Businesses should respect and promote the well-being of all Employees, including those in their value chains.
- P 4** Businesses should respect the interests of and be responsive to all its stakeholders.
- P 5** Businesses should respect and promote human rights.
- P 6** Businesses should respect and make efforts to protect and restore the environment.
- P 7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P 8** Businesses should promote inclusive growth and equitable development.
- P 9** Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy &amp; management process</b>									
<b>1 a. Whether your Entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	<a href="http://www.waareertl.com">www.waareertl.com</a>								
<b>2 Whether the Entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3 Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes								
<b>4 Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Entity and mapped to each principle.</b>	Waaree RTL's policies are firmly aligned with the principles of the National Guidelines for Responsible Business Conduct (NGRBC), reflecting globally recognized standards such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. These policies also adhere to the principles of the UN Global Compact (UNGC), the International Labour Organization (ILO), and the United Nations Sustainable Development Goals (SDGs). To assess and communicate its sustainability performance, the company follows the Global Reporting Initiative (GRI) standards, widely regarded as the benchmark for sustainability reporting.  In addition, Waaree RTL is committed to addressing climate change and water-related issues, with plans to disclose relevant information to the Carbon Disclosure Project (CDP). The company is also set to adopt the Science Based Targets initiative (SBTi), which provides a framework for establishing science-based targets to reduce greenhouse gas emissions in alignment with the goals of the Paris Agreement.								
<b>5 Specific commitments, goals and targets set by the Entity with defined timelines, if any.</b>	We have identified our key material topics and are actively monitoring all relevant KPIs related to our business performance.								
<b>6 Performance of the Entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.</b>	We are making strong progress on all our key material topics								

Annexure-8 To The Board’s Report (Contd.)

**Governance, leadership and oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).**

By embracing transparency and sustainability, we strive to build trust with our stakeholders and contribute meaningfully to global ESG goals.

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

Name of Director	Mr. Pujan Doshi
Designation	Managing Director
DIN	07063863

**9. Does the Entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes, the Managing Director is responsible for decision making on sustainability related issues.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	indicate whether review was undertaken by Director / Committee of the Board/ any other Committee									Frequency (annually/ Half yearly/ Quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies and follow up action</b>	All of the Company’s policies undergo approval by the Board and are reviewed periodically, or as necessary, by the Managing Director as part of the Environmental, Social, and Governance (ESG) review process. During these reviews, the effectiveness of each policy is thoroughly evaluated to ensure it aligns with the company’s strategic goals and ESG commitments. Based on this evaluation, any necessary amendments or updates to the policies and procedures are implemented to enhance their effectiveness and address emerging challenges or opportunities. This ongoing review process ensures that the company’s policies remain relevant, robust, and aligned with best practices in ESG management.																	
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	The Company adheres to all applicable regulations and principles in accordance with current laws and standards.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>11 Has the Entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	On a regular basis, the Board of Directors and the Management team conduct thorough assessments of the Company’s adherence to its established policies. This ongoing evaluation ensures that the company remains aligned with its internal standards and regulatory requirements. Through these assessments, both the Board and Management identify any areas for improvement and make necessary adjustments to maintain compliance and strengthen operational effectiveness.								

Annexure-8 To The Board’s Report (Contd.)

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the principles material to its business (Yes/No)	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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable.**

**Essential Indicators**

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors*	1	Prohibition of Insider Trading	14.29%
Key Managerial Personnel	2	Prohibition of Insider Trading	66.67%
Employees other than BOD and KMPs	27	Prohibition of Insider Trading, How to generate good thoughts Interpersonal Skills Safety First BBS Kaizen at Work Place Time Management,7 Habits of highly effective people, RCA,8D &Advance Excel, Company Overview, Values, Ethics for CRM & IST Team, Company Overview, Values, Ethics for CRM & IST Team & Telephone Etiquette, Online session on Defensive Driving Training, Session on Cybersecurity, Session on POSH, Investment options for Women, Nourish to Flourish for Women	9.44%
Workers	1181**	Various topics related to health and safety	100%

\*Other than KMP

\*\* Training to Third party payroll workers

## Annexure-8 To The Board's Report (Contd.)

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:

The Company had no monetary and non-monetary 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 FY25 except as given below.

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	NIL	-	-
Settlement	-	-	NIL	-	-
Compounding Fee	-	-	NIL	-	-

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

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

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

4. Does the Entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. **Yes, [www.waareertl.com](http://www.waareertl.com)**

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

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against Directors / KMPs / Employees / Workers that have been brought to the Company's attention.

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 24-25 (Current Financial Year)		FY 23-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

**Not applicable**

8. Number of days of accounts payable (Accounts payable \*365 /Cost of goods or services procured)

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Number of days of accounts payable	<b>79.81</b>	<b>106.52</b>

9. Open-ness of business

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

Parameter	Metrics	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	4.74%	32.36%
	b. Sales (Sales to related parties/Total Sales)	3.55%	10.98%
	c. Loan & Advances (Loan & Advances given to related parties/Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/Total Investments)	0.05%	0.06%

## Leadership Indicators

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

Total number of awareness programmes Held	Topics/principles covered under the Training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

## Annexure-8 To The Board's Report (Contd.)

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

Yes, the company has a detailed policy known as the code of conduct, the purpose of which is to ensure that the Directors and Senior Management shall observe high standards of ethical conduct, fairness and integrity and shall work to the best of their ability, responsibility and judgement in a manner that is in consonance with the best interests of the Company and its stakeholder.

More details of the same can be found <https://waareertl.com/static/media/3.250032f0.pdf>

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

### Essential Indicators

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

	FY 24-25 (Current Financial Year)	FY 23-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	100	100	Power Generation by renewable sources i.e sunlight does not produce harmful carbon dioxide emission that leads to climate change

2. a. Does the Entity have procedures in place for sustainable sourcing?

The Company follows a sustainable sourcing process, where both new and existing supply chain partners are evaluated based on Environmental, Social, and Governance (ESG) criteria before being onboarded. Furthermore, the Supplier Code of Conduct (COC) outlines specific Environmental and Social standards that must be adhered to. All partners in the value chain are required to sign the COC as part of their contractual agreements.

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

100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

At project and operation sites, systems are in place to recycle, reuse, and dispose of waste in compliance with regulatory requirements for waste generated during construction and operations.

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

Not Applicable

## Annexure-8 To The Board's Report (Contd.)

### Leadership Indicators

1. Has the Entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? - **Not Applicable**

NIC Code	Name of Product/ Service	% of Total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
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2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

**Not Applicable.**

Name of Product / Service	Description of the risk/concern	Action Taken
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	FY 24-25	FY 23-24
We are not manufacturing Company	-	-

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

Not applicable as the Company does not have any specific consumer product and there is no product reclamation at the end of the product life. However, the waste material generated at the operation and project sites are safely disposed as per the applicable regulatory requirements.

	FY24-25 (Current Financial Year)			FY23-24 (Previous Financial Year)		
	Re-used	Re-cycled	Safely Disposed	Re-used	Re-cycled	Safely Disposed
Plastics (including packaging) ( MT)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

### Annexure-8 To The Board's Report (Contd.)

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

#### Essential Indicators

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

Category	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)
<b>Permanent employees</b>											
Male	163	163	100%	163	100%	-	-	118	72.39%	NA	NA
Female	8	8	100%	8	100%	5	62.50%	-	-	NA	NA
<b>Total</b>	<b>171</b>	<b>171</b>	<b>100%</b>	<b>171</b>	<b>100%</b>	<b>5</b>	<b>2.92%</b>	<b>118</b>	<b>69.01%</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	109	109	100%	109	100%	-	-	-	-	NA	NA
Female	6	6	100%	6	100%	-	-	-	-	NA	NA
<b>Total</b>	<b>115</b>	<b>115</b>	<b>100%</b>	<b>115</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>NA</b>	<b>NA</b>

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

Category	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)
<b>Permanent workers</b>											
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
<b>Other than Permanent workers</b>											
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 and workers (including permanent and other than permanent) in the following format:

	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.20%	0.25%

### Annexure-8 To The Board's Report (Contd.)

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

Benefits	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	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/NA)	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/NA)
PF	96%	NA	Y	94%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	1%	NA	Y	4%	NA	Y

3. Accessibility of workplaces

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

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

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link <https://waareertl.com/static/media/Equal-Opportunity-Policy-20250718105409.pdf>

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

Gender*	Permanent employees		Permanent workers#	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	100%	100%	NA	NA
Female	NA	NA	NA	NA
<b>TOTAL</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	The Company has an informal mechanism accessible to all employees to raise their complaints and grievances which are addressed by HR. The grievances can be also raised through whistle-blower system through dedicated mail. The Company is in the process of formulating formal mechanism for the same.
Other than Permanent Employees	

### Annexure-8 To The Board's Report (Contd.)

7. Membership of Employees and Workers in Association(s) or Unions recognised by the Listed Entity:  
**Not Applicable**

Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total employees/ worker in respective category (A)	No. of employees/ Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ worker in respective category (C)	No. of employees/ Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
<b>Permanent Workers</b>	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 24-25 Current Financial Year					FY 23-24 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. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	272	17	6.25	56	20.59	NA	NA	NA	NA	NA
Female	14	14	100	2	14.29	NA	NA	NA	NA	NA
<b>Total</b>	<b>286</b>	<b>33</b>	<b>11.54</b>	<b>58</b>	<b>20.28</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Workers</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Category	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Total (A)	Total (B)	% (B / A)	Total (C)	Total (D)	% (D/C)
<b>Employees</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA
<b>Workers</b>						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

### Annexure-8 To The Board's Report (Contd.)

10. Health and safety management system:

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

Yes, the organization has implemented a comprehensive Occupational Health and Safety (OHS) Management System that covers all construction project sites, operations and maintenance (O&M) activities, and office locations. This system is aligned with the Waaree RTL Health, Safety, and Environmental (HSE) Policy and adheres to the ISO 45001:2018 standard, an international benchmark for managing occupational health and safety risks.

The OHS Management System sets out mandatory requirements for the systematic management and execution of health and safety protocols across the organization. It ensures that potential risks are identified, assessed, and controlled to prevent workplace accidents and injuries, fostering a strong safety culture.

Additionally, the company's Integrated HSE Management System is accredited by internationally recognized certification bodies, further demonstrating its commitment to maintaining the highest standards of safety and health in the workplace. This accreditation confirms the organization's adherence to global safety practices and regulatory requirements, ensuring a safe working environment for all involved.

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

Waaree RTL has established a systematic and proactive risk management process designed to identify and control hazards in both routine and non-routine activities across construction project sites, O&M operations, and office locations. This process is centred around key procedures, including Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and the Permit to Work system, all of which are mandatory for any activity. These procedures ensure that all risks are rigorously assessed and approved before work commences, promoting a culture of safety.

The risk assessment and management process actively involve relevant stakeholders such as construction engineers, design and planning engineers, EHS team members, and workers. Their collective input ensures comprehensive risk evaluations and the implementation of appropriate control measures. Additionally, all risk assessment records are carefully maintained, ensuring easy accessibility and transparency for all involved parties. This thorough documentation supports effective monitoring and continuous improvement of the risk management process, providing stakeholders with clear insights into safety practices and decisions.

3. Whether you have processes for Workers to report work related hazards and to remove themselves from such risks.

Reporting workplace hazards plays a vital role in improving Health & Safety performance. We strongly urge all personnel involved in project execution, including the workforce of our contractors, to proactively identify hazards and report them promptly using our designated reporting procedures. Each reported hazard is carefully monitored until it is resolved, and comprehensive preventive measures are put in place to prevent future occurrences.

4. Do the Employees/Workers of the Entity have access to non-occupational medical and healthcare services?

Yes, employees and workers are covered under Medclaim/ESIC policies for non-occupational medical services.

### Annexure-8 To The Board's Report (Contd.)

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

Safety Incident/Number	Category	FY 24-25	FY 23-24
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

As an ISO 45001 certified company, we ensure a safe and healthy workplace through the implementation of a comprehensive Occupational Health and Safety Management System (OHSMS). This includes conducting regular risk assessments, providing safety training, performing safety inspections and audits, ensuring the use of appropriate personal protective equipment (PPE), and offering medical coverage through Mediclaim/ESIC policies. We also have a robust incident reporting system, investigate safety incidents, and maintain emergency preparedness procedures to safeguard the well-being of our employees and contractors.

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

Benefits	FY 24-25			FY 23-24		
	Current Financial Year			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	-	-	-	-	-	-
Health & safety	-	-	-	-	-	-
Others	-	-	-	-	-	-

14. Assessments for the year:

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

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

No major safety incidents have been reported during the period. However, we remain committed to maintaining a safe working environment through ongoing safety audits, risk assessments, and regular employee training. We have also updated safety protocols based on these assessments and continuously monitor our operations to address any potential risks. Additionally, we encourage employee feedback to help identify and address any concerns promptly, ensuring we proactively manage and mitigate risks.

### Annexure-8 To The Board's Report (Contd.)

Leadership Indicators

- Does the Entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers  
Yes we do have GPA it covers the incident happened at work premises, no life insurance.
- Provide the measures undertaken by the Entity to ensure that statutory dues have been deducted and deposited by the value chain partners.  
Yes, it is taken care in Payroll
- Provide the number of Employees / Workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Benefits	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY24-25 (Current FY)	FY23-24 (Previous FY)	FY24-25 (Current FY)	FY23-24 (Previous FY)
	Employees	-	-	-
Workers	-	-	-	-

- Does the Entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?  
The Company has assistance programmes for relocation from one place to another, however there are no programmes for retirement or termination of employment

5. Details on assessment of value chain partners (Supply chain partners):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	A procedure is in place to assess the working conditions of value chain partner

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

**Not Applicable**

## Annexure-8 To The Board's Report (Contd.)

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.**

### Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the Entity.

Waaree RTL has systematically identified, prioritised, and engaged with a diverse set of stakeholders considering the present and potential impacts of its business on them and vice versa. In line with its business models, the Company has identified the following as key stakeholder groups:

Stakeholders	Basis of Identification
Customers / Clients:	Identified based on market presence, usage patterns, and feedback mechanisms.
Suppliers / Subcontractors:	Mapped through procurement data, spend analysis, and supply chain criticality.
Employees & workforce:	Categorized by role, location, and employment type, with inputs from HR systems and engagement surveys.
Investors and Shareholders:	Recognized via shareholding data, investor interactions, and financial reporting obligations.
Local Communities:	Determined by geographical proximity and socio-economic impact, supported by community assessments and CSR outreach.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half/ Yearly/ Quarterly/ Others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers / Clients:	No	Customer satisfaction surveys Formal and informal feedback Forum for quick customer query resolution Email, SMS, advertisement, website, social media	Regular	Understanding of their needs helps in determining product and services quality and pricing. Product innovation development is guided by customer requirements Reduction in environmental and social impacts of products to help customers meet their Sustainability Goals
Suppliers / Subcontractors:	No	Regular supplier / vendor meets On-site quality audits of suppliers Vendor due diligence and prequalification meetings. Tracking of suggestions from O&M Partners for possible implementation. Contract revision and negotiation meetings	Annual, Periodic	Critical to ensure operational efficiency through timely supplies and logistical efficiency Vital to our goals of sustainability and responsible sourcing Safety of workers and workplace
Employees & workforce:	No	Intranet and in-house newsletters Management employee Town Hall meets Annual employee surveys Performance dialogue and appraisals Employee Feedback programme	Regular	Employees help meet business goals with their collective knowledge and experience, by initiating best-in-class people practices Benefits, culture and grievances Capacity building and career progression Human Rights aspects related to employee wellbeing

## Annexure-8 To The Board's Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half/ Yearly/ Quarterly/ Others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders:	No	Annual General Meeting Disclosure tools, including Annual Reports, and Investor Presentations Email Complaints and grievance management.	Annual, Need basis	Keeping communications channels open with analysts and investor community and helps to connect them with management
Local Communities:	No	CSR initiatives and interventions Community meetings Programmes Impact Assessment & survey	Ongoing/ Need basis	Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing

### Leadership Indicators

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

- Regular Meetings and Discussions: Business and functional heads engage with stakeholders through bi-monthly meetings and open dialogues, ensuring a consistent flow of communication and feedback.
- Data Analysis and Insights: Feedback from these engagements is compiled, analyzed, and transformed into actionable insights and recommendations
- Informing Board Decisions: This collaborative process ensures that stakeholder interests and concerns are considered, promoting a team approach to decision-making.

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

Yes. Inputs from stakeholders are received through meeting with them during their site visit or meeting or assessments they conduct. Actions in which changes in policy or creation of any new policy are sorted and Board is informed prior to taking action and post after completion

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

Company is committed to social responsibility and actively collaborates with local communities to drive meaningful change. Through direct engagement and third-party assessments. The Company has contributed to healthcare and medical as well as education and skill development by distribution bags to unprivileged students.

## Annexure-8 To The Board's Report (Contd.)

**Principle 5: Businesses should respect and promote human rights.****Essential Indicators**

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

Category	FY 24-25 (Current Financial Year)			FY 23-24 (Previous Financial Year)		
	Total (A)	No. of employee/ workers covered (B)	% (B/A)	Total (C)	No. of employee/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	171	106	61.98%	-	-	-
Other than permanent	115	107	93.04%	-	-	-
<b>Total Employees</b>	<b>286</b>	<b>213</b>	<b>74.48</b>	-	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-

2. Details of minimum wages paid to Employees and Workers, in the following format:

Category	FY 24-25 Current Financial Year					FY 23-24 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)
<b>Employees Permanent</b>										
Male	163	-	-	163	100%	117	-	-	117	100%
Female	8	-	-	8	100%	7	-	-	7	100%
<b>Other than Permanent</b>										
Male	109	-	-	109	100%	73	-	-	73	100%
Female	6	-	-	6	100%	-	-	-	-	-
<b>Workers Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

## Annexure-8 To The Board's Report (Contd.)

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

- a. Median remuneration/wages:

Benefits	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lacs INR)	Number	Median remuneration/ salary/ wages of respective category (In Lacs INR)
KMP	3	194.97	1	25.96
Director	2	3.62	0	-
Employee	330	2,388.14	12	51.77

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

	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Gross wages paid to females as % of total wages	3.74%	2.95%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, there are several committees within the Company that oversee human rights impacts and issues.

For example, the Company maintains a zero-tolerance policy towards sexual harassment in the workplace and complies with the provisions for establishing Internal Complaints Committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

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

Yes, the Company has internal mechanism to redress grievances related to human rights issues and is in the process of formalizing the same.

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

Benefits	FY 24-25 Current Financial Year			FY 23-24 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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human Rights related issues	-	-	-	-	-	-

## Annexure-8 To The Board's Report (Contd.)

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

	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/ workers	-	-
Complaints on POSH upheld	--	-

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

The Company upholds human rights as a top priority in its business operations and maintains a zero-tolerance policy against exploitative or forced labour, as well as any form of abuse. It complies with the provisions of the POSH Act (2013) by implementing an Internal Committee, a Code of Conduct Committee, and a Whistleblower Policy to effectively address grievances.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company has included Human Rights in business agreements and contracts.

10. Assessments for the year

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

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. **Not Applicable**

## Leadership Indicators

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

As there were no Human Rights issues recorded, no business process was modified or introduced due to this.

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

No Due Diligence has been conducted for FY 2024-25

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

The registered office of the Company has ramps for easy movement of differently abled visitors. Planned steps are being taken to create the infrastructure support for Persons with Disabilities in Site offices.

## Annexure-8 To The Board's Report (Contd.)

4. Details on assessment of value chain partners:

	% of Value chain partners (by value of business done with such partners) that were assessed
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. **Not applicable**

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

## Essential Indicators

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

Parameter	FY24-25 (Current Financial Year) GJ	FY23-24 (Previous Financial Year) GJ
<b>From renewable sources</b>		
Total electricity consumption (A)	270 * Scope revised	915
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C) {purchased electricity}	Nil	NIL
<b>Total energy consumed from renewable sources (A+B+C)</b>	270 * Scope revised	915
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1085 * scope revised	2466.95
Total fuel consumption (E)	4944 * Scope revised	NIL
Energy consumption through other sources (F)	Nil	NIL
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>6029</b>	<b>2466.95</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>6299</b>	<b>3381.95</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.000000394	0.000000386
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000000000000002466	0.00000000000000004405
<b>Energy intensity in terms of physical output</b>		

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

## Annexure-8 To The Board's Report (Contd.)

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

**Not Applicable.**

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

Parameter	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	5262.08
(ii) Groundwater	31847	72384
(iii) Third party water	48219	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	77647
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>80066</b>	<b>155293.08</b>
Total volume of water consumption (in kilolitres)	80066	155293.08
<b>Water intensity per rupee of turnover</b> (Total Water consumption / Revenue from operations) (KL/INR)	0.00000501	0.00001772
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	0.0000000000000000314	0.00000000000000002022
<b>Water intensity in terms of physical output</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- NO

4. Provide the following details related to water discharged:

Parameter	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-

## Annexure-8 To The Board's Report (Contd.)

Parameter	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	-	-

All the plants under our scope have treatment facilities and operates under Zero Liquid Discharge (ZLD)

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

Our operational processes are designed in a way that no wastewater is generated during production activities. As such, we are proud to consider our facility a Zero Liquid Discharge (ZLD) plant. This reflects our strong commitment to sustainable and environmentally responsible practices.

The only effluent generated on-site is of a domestic nature, primarily arising from sanitary facilities such as toilets and wash stations used by our workforce. Even this volume is minimal and poses no significant environmental impact.

To further reduce our water footprint, we have proactively implemented the use of dry portable urinals wherever feasible across our project sites. This initiative not only conserves water but also supports our broader sustainability goals by minimizing the generation of domestic wastewater.

Our approach aligns with best practices in water conservation and underscores our dedication to continuous improvement in environmental performance.

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

According to the Environmental Impact Assessment notification of 2006, renewable energy projects do not need to obtain environmental clearance from the Ministry of Environment, Forest & Climate Change or any State Pollution Control Boards. This projects Categorized under the White category of industry by the Central Pollution Control Board's 2016 circular.

Parameter	Unit	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
Nox	Tonnes	-	NA
Sox	Tonnes	-	NA
Particulate matter (PM)	Tonnes	-	NA
Persistent organic pollutants (POP)	-	-	NA
Volatile organic compounds (VOC)	-	-	NA
Hazardous air pollutants (HAP)	-	-	NA
Others – (ODS)	Tonnes	-	NA

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

## Annexure-8 To The Board's Report (Contd.)

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

Parameter#	Unit	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	313.4	250
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	213.8	575.62
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> Equivalent Per R Bn	<b>0.033</b>	Not Available
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		<b>0.000021</b>	Not Available
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- NO

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

At Waaree RTL, we are firmly committed to reducing our environmental impact by actively addressing both Scope 1 and Scope 2 greenhouse gas emissions. A key component of this effort is the strategic integration of solar energy systems at our construction sites, significantly minimizing our dependence on conventional diesel generators. This transition not only results in a substantial reduction in diesel consumption but also contributes directly to our overarching goal of lowering our operational carbon footprint.

In alignment with our sustainability objectives, we have also prioritized the use of 5-star rated energy-efficient electrical appliances across our sites and facilities. These appliances are designed to consume less power, thereby enhancing overall energy efficiency and supporting our commitment to two critical United Nations Sustainable Development Goals – SDG 13: Climate Action and SDG 7: Affordable and Clean Energy.

Beyond infrastructure and technology, we believe in cultivating a culture of sustainability. To this end, we actively promote employee engagement in energy-saving practices, encouraging behavioural changes that contribute to the reduction of indirect (Scope 2) emissions. Awareness campaigns, training programs, and internal sustainability challenges are some of the methods we employ to foster energy-conscious habits among our workforce.

## Annexure-8 To The Board's Report (Contd.)

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

Parameter	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	8.2 * scope revised	Nil
E-waste (B)	0.01	0.14
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	21.7	12.39
Battery waste (E)s	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G) a) used Oil (KL) b) MS Drums	0.11	0.6
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) a) Steel scrap b) Cement bags	36.2* scope revised	16.52
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>66.22</b>	<b>29.07</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00415	0.03318
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000000002598	0.000038
<b>Waste intensity in terms of physical output</b>		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
Recycled	0	0
Re-used	0	0
Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
Incineration	0	0
Landfilling	0	0
Other disposal operations (Disposed through authorised vendors)	0.1	0.6

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

### Annexure-8 To The Board's Report (Contd.)

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

Waaree RTL is an ISO 14001:2015 certified organization, committed to environmental responsibility through a structured HSE management system. Before initiating any project, we develop site-specific Waste Management Plans and engage only authorized vendors for waste recycling, treatment, and disposal.

Our 'Waste Stream Mapping' guidelines ensure proper segregation, labelling, and handling of waste from generation to disposal, promoting compliance and environmental safety.

As a White Category industry, our operations involve minimal use of hazardous substances, significantly reducing the risk of mixed waste generation and simplifying disposal processes.

These practices reflect our dedication to minimizing environmental impact and advancing sustainable operations.

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: **Not Applicable**

Sr. 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.
-	-	-	-

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

Waaree RTL operates in the EPC segment of renewable energy projects. While full-scale Environmental Impact Assessments (EIAs) are conducted by our clients, we take proactive responsibility for the environmental aspects of our own operations.

Before starting any project or at operational sites, we carry out internal environmental assessments to identify potential impacts from our activities. Based on these findings, we implement appropriate mitigation measures to minimize environmental risks such as dust, noise, or soil disturbance.

Name and brief details of project	EAI notification no.	Date	Whether conducted by independent external agency (yes/no)	Results communicated in public domain (yes/no)	Relevant Web link
-	-	-	-	-	-

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).

The Company remains fully compliant with all applicable environmental regulations in the country and reported no instances of environmental noncompliance during the Financial Year 2024-25.

### Annexure-8 To The Board's Report (Contd.)

If not, provide details of all such non-compliances, in the following format:

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

#### Leadership Indicators

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

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

(i) Name of the area- Khetusar, Phalodi, RJ

(ii) Nature of operations- O&M of Solar Power Plant 23MWp

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

Parameter	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1270	1565
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	1270	1565
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0686	0.0889
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- 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)	NA	NA

Currently, the Company does not have an assessment of operations that could be in water stressed area.

### Annexure-8 To The Board's Report (Contd.)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

At Waaree RTL, we are taking a proactive approach to understanding and reducing our overall environmental footprint by initiating the calculation of Scope 3 greenhouse gas emissions. These emissions encompass indirect impacts that occur throughout our value chain, including those from purchased goods and services, transportation, business travel, and waste disposal.

This comprehensive assessment extends our environmental accountability beyond direct operations (Scope 1 and 2), reflecting our commitment to transparency and continuous improvement in sustainability practices. By identifying and quantifying these emissions, we aim to better engage with suppliers, optimize our processes, and set informed reduction targets across the supply chain.

Parameter	Unit	FY24-25 (Current Financial Year)	FY23-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		Not Available	Not Available
Total Scope 3 emissions per rupee of turnover		Not Available	Not Available

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.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the Entity on biodiversity in such areas along-with prevention and remediation activities. **Not Applicable.**

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

Sr.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Nil	Nil	Nil

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

The Company prioritizes safety and has implemented comprehensive emergency preparedness plans across all project and O&M sites. These plans include detailed response procedures to prevent and mitigate hazards, risks, and environmental impacts. In case of an emergency, swift and organized actions are taken to protect personnel and minimize environmental damage. First aid provisions address immediate medical needs, while regular training and drills ensure our teams remain well-prepared to execute these plans effectively.

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

As a company, we are executing projects classified under the White Category industry by the Central Pollution Control Board (CPCB), Government of India, indicating that Waaree RTL has minimal environmental impact

### Annexure-8 To The Board's Report (Contd.)

across its operations. Nevertheless, as part of our ongoing sustainability initiatives, we remain committed to continuous improvement by progressively installing more energy-efficient modules and enhancing our practices and processes to further minimize environmental impact year over year.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. None.

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

- 1. A. Number of affiliations with trade and industry chambers/ associations.: Nil
- 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. Nil

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

During the year, there were no such cases.

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

**Leadership Indicators**

1. Details of public policy positions advocated by the Entity: Nil

Sr. No.	Public Policy Covered	Method restored for such advocacy	Whether information in public Domain	Frequency of review by Board	Web Link if available
-	-	-	-	-	-
-	-	-	-	-	-

**Principle 8: Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

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

The clients conduct the Social Impact Assessment (SIA) of projects, and it is not included in the scope of work of the Company.

Name and brief detail of the project	SIA Notification Number	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	Web Link if available
-	-	-	-	-	-

### Annexure-8 To The Board's Report (Contd.)

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

R&R of projects is carried out by the Clients and is not within the scope of work of the Company

Sr. No	Name of the project for which R&R is going	State	District	No. of Projects Affected families	% of PA Fs covered by R&R	Amount paid to PA Fs in the FY (in INR)
-	-	-	-	-	-	-

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

All agreements between the Company and its stakeholders include specific clauses related to grievance handling and dispute resolution. To ensure community concerns are promptly addressed, a designated representative is appointed at each project and O&M site to receive and manage complaints or grievances from local community members. A project-level grievance redressal mechanism is actively in place, supported by the maintenance of a grievance register at every project and O&M location. This structured approach ensures transparency, accountability, and timely resolution of issues raised by stakeholders.

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

	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Directly sourced from MSMEs/small producers (Approx)	22.96%	11%
Sourced directly from within the district and neighbouring districts*	-	-

\* The Company has various sites and therefore it is difficult to determine the percentage of input material sources from neighbouring sites.

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

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Rural	0.99%	0.54%
Semi-urban	2.53%	1.06%
Urban	31.47%	12.43%
Metropolitan	65.01%	85.97%

#### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

Details of negative social impact identified	Corrective action taken
-	-

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

Sr. No.	Aspirational District	Amount spent (In INR)
-	-	-

### Annexure-8 To The Board's Report (Contd.)

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

Not Applicable

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

Not Applicable.

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

Not Applicable.

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

Not applicable as the Company does not have any intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge.

Sr. No.	Intellectual Property based upon traditional knowledge	Owned/ Acquired (Yes/No)	Benefit (Yes/No)	Benefits of calculating benefit share
-	-	-	-	-

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

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

#### Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

##### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. There is a designated person at the projects/ O&M locations/sites, who can be reached out in case of any complaints or grievances from costumers. Project level grievance redressal mechanism is prepared, and grievance register is maintained at every project and O&M sites.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

### Annexure-8 To The Board's Report (Contd.)

3 Number of consumer complaints in respect of the following:

	FY24-25 (Current Financial Year)			FY23-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Dataprivacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential Services	-	-	-	-	-	-
	1	-	-	4	1	-
Restrictive Trade practices	-	-	-	-	-	-
Unfair Trade practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

The Company does not have any specific consumer products hence not applicable.

	Number	Reason for Call
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the Entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy, Same being of confidential nature has not been uploaded on website.

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

**Not applicable**

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches along-with impact

No such incident has been reported during the financial year 2024-2025

b) Percentage of data breaches involving personally identifiable information of customers -

NIL

c) Impact, if any, of the data breaches

### Annexure-8 To The Board's Report (Contd.)

**Leadership Indicators**

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

The Company's business offerings can be found on the website: [www.waareertl.com](http://www.waareertl.com)

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

As a Solar EPC company, we promote safe and responsible use of solar plant by providing detailed O&M manuals with technical safety instructions, including procedures for inverter shutdown, module cleaning and LT/HT panel operation. We conduct site-level training for client teams on safe operation of equipment electrical isolation, arc flash risks, and emergency response.

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

Waaree RTL is not directly involved in the distribution of power to end-users.

4. Does the Entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

**Not Applicable**

5. Did your Entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the Entity, significant locations of operation of the Entity or the Entity as a whole? (Yes/No)

Yes. We conduct client satisfaction surveys post-handover to assess construction quality, timeliness, safety, and team responsiveness.