WelspunENTERPRISES

**WEL/SEC/2026** **July 29, 2026**

To,

| | |
|---|---|
| **BSE Limited**<br>Corporate Relationship Department,<br>2nd Floor, New Trading Wing, Rotunda Building,<br>P.J. Towers, Dalal Street,<br>Mumbai – 400 001.<br>**Scrip Code: 532553** | **National Stock Exchange of India Limited**<br>Exchange Plaza, 5th Floor, Plot No. C-1, Block-G, Bandra-Kurla Complex,<br>Bandra (East),<br>Mumbai – 400 051.<br>**NSE Symbol: WELENT** |

Dear Madam/Sir,

**Subject: Business Responsibility and Sustainability Report for the FY 2025-26**

Pursuant to the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the FY 2025-26 along with Independent Limited Assurance Statement issued by BDO India Services Private Limited.

The BRSR also forms an integral part of the Annual Report for the FY 2025-26, submitted to the stock exchanges vide letter dated July 29, 2026.

You are requested to kindly take the above information on your records.

Thanking you,

Yours faithfully,

For **Welspun Enterprises Limited**

NIDHI MANAS TANNA 2026.07.29 21:28:25 +05'30'

**Nidhi Tanna**
**Company Secretary**
**ACS-30465**

***Encl.: as above***

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

**Details of the listed entity:**

| S. No. | Question | Response |
|---|---|---|
| 1. | Corporate Identity Number (CIN) of the Entity | L45201GJ1994PLC023920 |
| 2. | Name of the Listed Entity | Welspun Enterprises Limited |
| 3. | Year of Incorporation | 20/12/1994 |
| 4. | Registered Office Address | Welspun City", Village Versamedi,<br>Taluka Anjar, District Kutch,<br>Gujarat – 370 110 |
| 5. | Corporate Address | Welspun House,<br>Kamala Mills Compound,<br>Senapati Bapat Marg, Lower Parel,<br>Mumbai – 400 013 |
| 6. | E-mail | companysecretary_wel@welspun.com |
| 7. | Telephone | Tel: +91-22-6613 6000 |
| 8. | Website | www.welspunenterprises.com |
| 9. | Financial Year for which report is being done | 1st April 2025 to 31st March 2026 |
| 10. | Name of the Stock Exchange(s) where shares are listed | 1. BSE Limited<br>2. National Stock Exchange Limited (NSE) |
| 11. | Paid-up Capital CR (INR.) | 138.41 |
| 12. | Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report | Mr. Sandeep Garg<br>Managing Director<br>Telephone - 022-66136000<br>Email address - companysecretary_wel@welspun.com |
| 13. | Reporting Boundary<br>(Standalone or Consolidated basis) | Standalone |
| 14. | Name of assurance provider | BDO India Services Pvt. Ltd. |
| 15. | Type of assurance obtained | Limited Assurance |

**Products and Services:**

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

| S. No. | Description of Main Activity | Description of Business Activity | %Turnover of the entity |
|---|---|---|---|
| 1. | Infrastructure development | One of India's leading infrastructure development companies. WEL specializes in road and water projects under the Hybrid Annuity Model (HAM) and via large-value Engineering, Procurement and Construction (EPC) contracts. It also selectively undertakes Build-Operate-Transfer (BOT) projects. | 100% |

### 17. Product/ Services sold by the entity (accounting for 90% of the entity's turnover):

| S. No. | Product/ Service | NIC Code | %of total turnover contributed |
|---|---|---|---|
| 1. | Road projects under:<br>• Hybrid Annuity Model<br>• Engineering, Procurement, and Construction<br>• Build Operate Transfer Contracts | 42101 | 47.3% |
| 2. | Water projects under:<br>• Engineering, Procurement, and Construction<br>• Build Operate Transfer Contracts<br>• Water collection, water treatment, and water supply<br>• Transportation of water via pipeline | 36000 and 49300 | 46.3% |

## Operations:

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

| Location | Number of Plants and Operations | Number of Offices | Total |
|---|---|---|---|
| National | 11 | 2 | 13 |
| International | 0 | 0 | 0 |

*FY 25-26 Welspun Enterprises added following 3 project sites –

1. Dharavi – Ghatkopar, Mumbai
2. Panjrapur, Thane
3. Pune – Shirur

### 19. Markets Served by the Entity:

**a. Number of Locations:**

| Location | Number |
|---|---|
| National (No. of States/Union Territories) | 7 |
| International (No. of Countries) | 0 |

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

Not applicable, since WEL does not have any products or services that are exported.

**c. A Brief on types of customers?**

Welspun Enterprises Limited primarily serves public sector clients, including central and state government bodies such as the National Highways Authority of India (NHAI), state public works departments, and local municipal authorities. The company also undertakes select projects in collaboration with non-government and private sector entities, depending on the scope and nature of the infrastructure engagement.

## Employees:

### 20. Details as at the end of Financial Year 2025- 26:

**a. Employees and Workers**

| S. No. | Particulars | Total (A) | Male | | Female | | Others | |
|---|---|---|---|---|---|---|---|---|
| | | | Number (B) | Percentage (B/A) | Number (B) | Percentage (B/A) | Number (C) | Percentage (C/A) |
| **Employees (including differently abled)** | | | | | | | | |
| 1. | Permanent Employees | 801 | 739 | 92.26% | 61 | 7.62% | 1 | 0.12% |
| 2. | Other than Permanent Employees | 15 | 11 | 73.33% | 4 | 26.67% | 0 | 0.00% |
| **3.** | **Total Employees (1+2)** | **816** | **750** | **91.91%** | **65** | **7.97%** | **1** | **0.12%** |
| **Workers (including differently abled)** | | | | | | | | |
| 4. | Permanent Workers | 129 | 129 | 100% | 0 | 0% | 0 | 0% |
| 5. | Other than Permanent Workers* | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **6.** | **Total Workers (4+5)** | **129** | **129** | **100%** | **0** | **0%** | **0** | **0%** |

* We do not engage with manpower providers, as all contract workforce is provided by service contractor.

**b. Differently abled Employees and Workers**

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | Number (B) | Percentage (B/A) | Number (B) | Percentage (B/A) |
| **Differently Abled Employees** | | | | | | |
| 1. | Permanent Employees | 0 | 0 | 0% | 0 | 0% |
| 2. | Other than Permanent Employees | 0 | 0 | 0% | 0 | 0% |
| **3.** | **Total Employees (1+2)** | **0** | **0** | **0%** | **0** | **0%** |
| **Differently Abled Workers** | | | | | | |
| 4. | Permanent Workers | 1 | 1 | 100% | 0 | 0% |
| 5. | Other than Permanent Workers | 0 | 0 | 0% | 0 | 0% |
| **6.** | **Total Workers (4+5)** | **1** | **1** | **100%** | **0** | **0%** |

### 21. Participation/ Inclusion/ Representation of Women

| | Total (A) | Number of Female (B) | Percentage (B/A) |
|---|---|---|---|
| Board of Directors | 8 | 1 | 12.5% |
| Key Management Personnel | 5 | 1 | 20% |

### 22. Turnover rate for permanent employees and workers:

| | FY 2025- 26 | | | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 32% | 14% | 31% | 35.34% | 23.33% | 35.58% | 33% | 31% | 33% |
| Permanent Workers | 33% | 0% | 33% | 35.25% | 0% | 35.25% | 33% | 0% | 30% |

**Holding, Subsidiary and Associate Companies (including joint ventures):**

23. (a). Names of holding/ subsidiary/ associate companies/ joint ventures

| S. No. | Name | Indicate whether holding/ subsidiary/ associate company/ joint venture | % of shares held by listed entity | Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No) |
|---|---|---|---|---|
| 1 | Adani Welspun Exploration Limited[1] | Associate | 35% | No |
| 2 | Welspun Michigan Engineers Limited | Subsidiary | 60.09% | No |
| 3 | Welspun Projects (Himmatnagar Bypass) Private Ltd | Subsidiary | 100% | No* |
| 4 | ARSS Bus Terminal Private Limited | Subsidiary | 100% | No* |
| 5 | Dewas Waterprojects Works Private Limited | Subsidiary | 100% | Yes |
| 6 | DME Infra Private Limited | Subsidiary | 100% | No |
| 7 | Welspun Aunta-Simaria Project Private Limited[2] | Subsidiary | 74% | Yes |
| 8 | Welspun Sattanathapuram Nagapattinam Road Private Limited[3] | Subsidiary | 70% | Yes |
| 9 | Grenoble Infrastructure Private Limited | Subsidiary | 49% | No |
| 10 | Welsteel Enterprises Private Limited | Subsidiary | 49% | No |
| 11 | NXT-Infra MCP Highways Private Limited[4] | Associate | 51% | NA |
| 12 | Welspun EDAC JV Private Limited | Subsidiary | 80% | Yes |
| 13 | Welspun Smartops Limited[5] | Subsidiary | 100% | No |
| 14 | Welspun Corporate Services Limited[6] | Associate | 20% | No |
| 15 | Welspun Kaveri Projects JV | Associate | 70% | Yes |

1. WEL holds more than 20% voting power
2. In addition to aforesaid stake, 12.74% are held through Welsteel Enterprises Private Limited
3. In addition to aforesaid stake, 14.7% are held through Grenoble Infrastructure Private Limited
4. WEL holds more than 20% voting power
5. Wholly-owned subsidiary of Welspun Michigan Engineers Limited
6. Acquired 20% stake in Welspun Corporate Services Limited on March 19, 2026

* WEL has two additional 100% owned subsidiaries; however, these have not been included in the above list as they remained non-operational throughout the reporting period, and no business activities were carried out through these entities.

**CSR Details:**

(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No) **Yes**

(ii). Turnover (in INR.) **25,94,87,80,269.**

(iii). Net Worth (in INR.) **30,58,93,46,171.**

## Transparency and Disclosures Compliances:

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

| Stakeholder Group | Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy) | Current Financial Year 2025- 26 | | | Financial Year 2024- 25 | | |
|---|---|---|---|---|---|---|---|
| | | Number of complai nts filed | Number of complaints pending at close of year | Remarks | Number of complaints filed | Number of complaints pending at close of year | Remarks |
| Employees and Workers | Welspun Enterprises Ltd. (WEL) recognizes the importance of effective grievance redressal mechanisms to ensure responsible business conduct as outlined in the National Guidelines on Responsible Business Conduct (NGRBC) Principles 1–9. WEL has institutionalized grievance redressal mechanisms across various stakeholder groups with Stakeholder Relationship Committee Charter which can be accessed at https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1744886271.pdf<br><br>Employees and Workers grievances are addressed through HR policies, the Whistle- Blower Policy, the POSH Policy, and the Code of Conduct. These mechanisms ensure confidentiality, fair investigation, and non-retaliation.<br><br>1. Code of Conduct - https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1744886342.pdf | 46 | 2 | The pending complaints are in the process of being resolved. | 27 | 6 | The pending complaints are in the process of being resolved. |
| | 2. POSH Policy- https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1716273129.pdf<br><br>3. ABAC Policy- https://www.welspunenterprises.com/admin/ uploads/investerdata/policies/ Ethics%20and%20Compliance%20-%20ABAC%20Policy.pdf<br><br>4. Whistle Blower Policy - https://www. welspunenterprises.com/admin/ uploads/investerdata/policies/ policies_1713252646.pdf | 2 | 0 | Case 1 – Resolved in 78 Days, Case 2 – Resolved in 52 Days. | 1 | 0 | Closed within 30 days |
| Investors (other than shareholders) | A dedicated Investor Grievance Redressal Policy is in place to handle queries and grievances, ensuring compliance with SEBI regulations and fair resolution processes.<br><br>https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1715860555.pdf | 0 | 0 | - | Nil | Nil | - |

| Stakeholder Group | Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy) | Current Financial Year 2025- 26 | | | Financial Year 2024- 25 | | |
|---|---|---|---|---|---|---|---|
| | | Number of complai nts filed | Number of complaints pending at close of year | Remarks | Number of complaints filed | Number of complaints pending at close of year | Remarks |
| Shareholders | A dedicated grievance Redressal mechanism is in place in compliance with SEBI Listing Obligations and Disclosure Requirements (LODR) Regulations https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1744886271.pdf | 3 | 0 | The complaints were resolved and closed with proper investigation. | 2 | 0 | The complaint was resolved and closed with proper investigation. |
| Communities | Community grievances are managed directly through project implementation partners and stakeholder consultations in line with project agreements and the Stakeholder Engagement Framework, ensuring inclusive and equitable resolution.<br><br>https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1744886271.pdf | 0 | 0 | - | Nil | Nil | - |
| Implementation Partners | Grievances and contractual disputes are managed through contract-specific escalation matrices and a structured Claim Management framework, with defined processes for documentation, evaluation, tracking, negotiation, and resolution in accordance with contractual provisions.<br><br>https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1744886271.pdf | 3 | 0 | The complaints were resolved and closed with settlement Agreement. | Nil | Nil | - |
| Customers/ Clients | Client feedback and grievances are addressed through structured contractual processes, including review of contractual issues, supporting documentation, negotiations, commercial settlements, and contract-specific dispute resolution mechanisms to ensure timely resolution and effective stakeholder coordination.<br><br>https://www.welspunenterprises.com/admin/uploads/investerdata/policies/policies_1744886271.pdf | 2 | 0 | The complaints were resolved and closed with settlement Agreement. | Nil | Nil | - |

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to 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 the opportunity (Negative/ Positive) |
|---|---|---|---|---|---|
| 1 | Energy Management and Climate Strategy | Opportunity | Energy management and climate strategy are identified as a key opportunity due to their substantial influence on long-term operational efficiency, resilience to climate-related disruptions, and compliance with increasingly stringent environmental regulations. Stakeholders, including investors, customers, and regulators, increasingly expect companies to demonstrate proactive climate action. Effective energy and climate strategies also help WEL future-proof its operations against volatile energy prices and transition risks associated with a low-carbon economy. | NA | The financial implications are positive. Strategic investments in energy efficiency, renewable energy sourcing, and emission reduction initiatives can lead to significant cost savings in the long term. Moreover, it enhances the company's brand reputation, opens access to green financing, and improves resilience against regulatory penalties or carbon pricing. This positioning can also lead to new business opportunities in emerging green markets and strengthen investor confidence. |
| 2 | Corporate Governance | Risk and Opportunity | Corporate governance is identified as both a Risk and an opportunity due to its fundamental role in maintaining transparency, accountability, and investor confidence. Strong governance practices directly support regulatory compliance, ethical decision-making, and financial integrity—key drivers of business continuity and stakeholder trust. In contrast, governance failures can lead to reputational damage, legal consequences, and financial misstatements, undermining the company's long-term viability. | WEL addresses corporate governance risks by implementing robust internal controls, regular board and committee evaluations, transparent reporting practices, and a clearly defined code of ethics. The company ensures that senior leadership and board members receive ongoing training and adhere to corporate governance best practices aligned with regulatory standards. Additionally, whistleblower policies and stakeholder grievance mechanisms are in place to detect and correct governance failures early. | **Opportunity (Positive):** Strong governance frameworks can attract long-term investors, reduce capital costs, and enhance organizational efficiency. It positions the company favorably in ESG ratings, improves stakeholder confidence, and supports strategic decision-making that drives sustainable growth.<br>**Risk (Negative):** Weak or inconsistent governance may result in legal penalties, investor withdrawal, increased cost of capital, and reputational damage. It can also lead to inefficient operations, poor strategic choices, and diminished shareholder value over time. |

| 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 the opportunity (Negative/ Positive) |
|---|---|---|---|---|---|
| 3 | Occupational Health and Safety | Risk and Opportunity | Occupational health and safety is both a risk and an opportunity for WEL due to the inherently hazardous nature of the construction industry. Ensuring a safe and healthy work environment is essential to protect employees, comply with legal requirements, and system adheres to Industry benchmarks. At the same time, proactive investment in health and safety fosters employee morale, operational efficiency, and a positive corporate image, making it a strategic differentiator in attracting talent and clients. | WEL addresses Occupational Health and Safety (OHS) risks through a robust Health & Safety Management System that incorporates systematic risk assessments, strict compliance with applicable legal and industry requirements, comprehensive safety training, mandatory use of Personal Protective Equipment (PPE), and real-time incident reporting and investigation mechanisms. Continuous site monitoring, proactive leadership engagement, behavioural safety initiatives, and a strong safety-first culture enable early identification of hazards, timely corrective actions, and effective prevention of workplace incidents.<br><br>The effectiveness of WEL's OHS management system during FY 2025–26 is reflected in the prestigious industry recognitions received across multiple national platforms, including:<br>• IBC Prestigious OHSE Excellence Awards 2026<br>• HSE Strategy Summit & Awards India 2026<br>• India HSE Summit & Awards 2025<br>• OSH India Awards 2025<br>• OHS&E Excellence Awards 2025" | **Opportunity (Positive):** A strong health and safety culture reduces costs associated with accidents, compensation claims, and absenteeism. It also increases workforce retention, enhances project reliability, and builds trust with clients and regulators, leading to long-term financial and reputational gains.<br><br>**Risk (Negative):** Poor OHS practices can lead to legal penalties, insurance claims, project delays, and reputational damage. Injuries and illnesses may result in lost productivity, increased operational costs, and higher employee turnover, all of which negatively impact financial performance. |

| 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 the opportunity (Negative/ Positive) |
|---|---|---|---|---|---|
| 4 | Water Stewardship | Risk and Opportunity | Water stewardship is both a risk and an opportunity due to the increasing pressures on global water resources and the operational dependencies of construction activities on water availability and quality. For WEL, effective water management is vital to ensure environmental sustainability, fulfill regulatory requirements, and future-proof operations against water scarcity. At the same time, sustainable water practices enhance the company's reputation, reduce resource dependency, and support long-term project viability. | To mitigate risks associated with water use, WEL implements responsible water management practices such as water recycling, site-level monitoring, and low-consumption technologies. The company ensures compliance with local and national water regulations and conducts regular environmental impact assessments. Training programs and site-specific protocols promote efficient water use and proactive risk identification related to water availability or contamination. The Company has adopted a Poly Carboxylic Ether based superplasticizer as a chemical admixture to reduce water content in cement, which has resulted in 25% reduction in water use in concrete production. | **Opportunity (Positive):** Improved water efficiency can reduce utility costs, lower the environmental footprint, and strengthen stakeholder relationships. Leadership in water stewardship also opens avenues for sustainable certifications and access to eco-conscious clients and investors.<br>**Risk (Negative):** Inadequate water management can lead to regulatory fines, increased costs from supply disruptions, environmental damage, and reputational harm. It may also contribute to project delays or loss of permits, negatively affecting profitability and project timelines. |
| 5 | Enhancing Eco-friendly Technology, Design, and Construction Competitiveness | Opportunity | WEL recognizes the opportunity in enhancing eco-friendly technology, design, and construction competitiveness as the construction industry increasingly shifts toward sustainability. By adopting green technologies and eco-conscious design practices, WEL can differentiate itself in a competitive market, appeal to environmentally aware clients, and future-proof its operations. This commitment positions the company as a leader in sustainable construction, responding to growing regulatory, customer, and investor demand for environmentally responsible building practices. | NA | **Opportunity (Positive):** The financial implications of adopting eco-friendly technologies and designs are largely positive in the long term. Investments in sustainability can lead to cost savings through energy efficiency, waste reduction, and lower operational expenses. Additionally, sustainable practices enhance brand reputation, attract eco-conscious clients, and provide access to green financing or incentives. Over time, these initiatives contribute to market differentiation, helping WEL secure long-term contracts, retain clients, and drive overall growth. |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| **Policy and Management Processes** | | | | | | | | | |
| **1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)** | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| **b. Has the policy been approved by the Board? (Yes/No)** | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| **c. Web Link of the policies, if available** | https://welspunenterprises.com/policies.php | | | | | | | | |
| **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 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| **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.** | The policies of WEL have been formulated and are in line with the applicable national standards and compliant with the principles of the National Guidelines on Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs (MCA) and the Government of India (GOI). Additionally, some of the policies as developed refer to international standards/ frameworks such as Global Reporting Initiative (GRI), World Economic Forum (WEF), Task Force on Climate-Related Financial Disclosures (TCFD), International Finance Corporation (IFC) and International Organization for Standardization (ISO). | | | | | | | | |
| **5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.** | WEL has established a structured ESG goal-setting framework categorized into short-term (1–3 years), medium-term (3–5 years), and long-term (5–10 years) milestones. These are aligned with WEL's corporate vision and national/international sustainability benchmarks. The link to WEL ESG Goals and Targets published in WEL Sustainability Report 2023-24 is https://www.welspunenterprises.com/admin/uploads/sustainability-report/ WEL%20-%20Sustainability%20Report.pdf<br>Some of the key goals of the Company are as follows:<br>**Environmental:**<br>• Maintain energy intensity as per industry norms<br>• Maintain emissions intensity as per industry norms<br>• Increase share of alternative energy sources in overall energy portfolio<br>• Achieve carbon neutrality by 2040<br>**Social:**<br>• Improve gender diversity ratio to 15%<br>• Ensure zero-harm from operations<br>**Governance**<br>• Continue maintaining 0 data breaches, 0 cases of corruption, and 0 cases of anti-competitive behavior<br>• Organize executive sustainability strategy labs to enhance ESG capabilities of our leaders | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| **6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.** | Welspun Enterprises Ltd. (WEL) has consistently demonstrated commitment to achieving its ESG goals and targets as outlined in its FY 2024–25 ESG Strategy. The entity's performance during this period reflects a balanced approach to environmental stewardship, operational excellence, and social responsibility.<br>**Key Achievements:**<br>1. Climate Action & Decarbonisation Impact<br>• Total Climate Impact: ~30,855 $tCO_2e$ avoided/sequestered<br>• Avoided Emissions (Operations + Materials): ~30,633 $tCO_2e$<br>• Nature-based sequestration: ~222 $tCO_2e$ annually<br>This reflects a strong transition towards measurable, lifecycle-based decarbonisation across projects.<br>2. Renewable Energy Integration<br>• Total Solar Energy Generated/Consumed: ~8,995,882 kWh (~9.0 million units)<br>• Emission Reduction: ~6,441 $tCO_2e$ avoided (Scope 2, location-based)<br>• Includes:<br>• UPJJM & major systems: 8,971,907 kWh (Part of Scope of work)<br>• Solar blinkers & site offices: 23,975 kWh<br>Demonstrates early-stage decentralised renewable adoption across distributed infrastructure assets.<br>3. Circular Materials & Low-Carbon Construction (Largest Impact Driver)<br>• **Fly Ash Utilisation:**<br>- 18,647 MT used (~20.75% cement substitution)<br>- 16,782 $tCO_2e$ avoided<br>• **GGBS Utilisation:**<br>- 2,375 MT cement replaced<br>- 1,900 $tCO_2e$ avoided<br>• **Cement Optimisation (mix design + Superplasticisers):**<br>- ~5% reduction in cement consumption<br>- 3,452 $tCO_2e$ avoided<br>• **Pond Ash Utilisation:**<br>- ~10,03,394 MT used in embankments<br>4. Water Stewardship & Circular Use<br>• **Rainwater Harvesting:**<br>- ~395,050 KL across 387 campuses (~27% increase YoY) which is included in Scope of work<br>• **Construction Water Savings:**<br>- ~8,248 KL saved through PCE-based admixtures<br>• **Equivalent impact:**<br>- Reduced dependence on freshwater sources<br>- Strengthened site-level water resilience and circularity | | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|

5. Energy Efficiency & Operational Decarbonisation
   - **Decarbonisation Servicing Machines:**
     - Improved fuel efficiency in equipment
     - ~144 $tCO_2e$ avoided
   - Focus on process optimisation and fuel-use reduction across construction operations
6. Clean Mobility Transition
   - **EV Deployment:**
     - 9 electric cars + 2 electric two-wheelers
     - ~5.98 $tCO_2e$ avoided
   - **Contributed to:**
     - Lower Scope 1 emissions
     - Reduced local air pollution at project sites
7. Waste Circularity & Resource Recovery
   - **C&D Waste Recycled/Reused:**
     - 119.392 MT
     - ~1,909 $tCO_2e$ avoided
   - Reinforces shift from waste disposal to value recovery and embodied carbon reduction
8. Nature-Based Solutions
   - **Tree Plantation:**
     - 11,112 trees planted
     - ~222 $tCO_2e$ annual sequestration potential
   - Establishes foundation for scaled agroforestry and climate-positive interventions
9. ESG Governance & Digital Transformation
   - ESG Digital DataHub & Dashboard (Power BI-enabled) operationalised
   - **Features:**
     - Real-time KPI tracking and disclosures
     - Maker–checker validation framework
     - Audit-ready ESG data systems
   - Strengthened ESG as an execution discipline, not just reporting
10. ESG Capacity Building & Culture
    - 1800+ ESG training man-hours delivered
    - Organisation-wide alignment through:
      - ESG induction & site training programs and workshops
      - Cross-functional engagement via leadership platforms

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| | 11. Diversity, Equity & Inclusion<br>• Female Workforce Representation: ~7.97% (65 out of 816 employees)<br>• **Continued focus on:**<br>- Inclusive hiring across functions<br>- Improved workplace safety and facilities at sites<br>- Building diversity in a traditionally male-dominated infrastructure sector<br>12. Awards & Recognition<br>• India Climate Week 2026 (CMAI): India Climate Samman – Innovative Climate Action<br>• FICCI RECEIC Awards: Category Winner – Renewable Material Transition<br>Recognition reflects leadership in circular economy and infrastructure-led decarbonization | | | | | | | | |
| **Governance, leadership, and oversight** | | | | | | | | | |
| **7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure). Please refer to page number 139.** | | | | | | | | | |
| **8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)**<br>Mr. Sandeep Garg<br>MD, Welspun Enterprises Limited | | | | | | | | | |
| **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 ESG and CSR Committee of the Board of Directors is responsible for decision making on sustainability related issues. The Committee is tasked with overseeing and recommending the Company's policies, strategies, and programs concerning Environment, Social, Governance (ESG), and corporate social responsibility. This includes monitoring and advising on the CSR Policy, developing ESG strategy with management, evaluating performance against ESG goals, reviewing key policies and disclosures, and reporting to the Board on ESG matters. Additionally, the Committee assesses ESG risks and opportunities, guides communication strategies, monitors external ESG ratings, and oversees governance frameworks related to supply chain and third-party ESG compliance.<br>The ESG & CSR Committee:<br>Chairperson: Dr. Aruna Sharma (Independent Director)<br>Members: S. Madhavan (Independent Director),<br>Dr. Anoop Kumar Mittal (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 Board of Directors entrust relevant Board Committees with the responsibility of review of the relevant policies as and when required. | | | | | | | | | Annually | Annually | Annually | Half-yearly | Annually | Annually | Annually | Quarterly | Annually |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | The respective Board Committees and Board of Directors ensure compliance with relevant statutory requirements in accordance with the governing principles of WEL. | | | | | | | | | | | | | | | | | |

## 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).

Yes. The Company's policies and related operating procedures were reviewed as part of the annual Internal Audit Plan for FY 2025–26 by the Internal Audit Partner Deloitte. Broad-level policy assessment was undertaken under the ESG review framework, while functional policies and Standard Operating Procedures (SOPs) were evaluated as part of departmental and project-level internal audit reviews.

| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|
| Yes | | | | | | | | |

## 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 | | | | | | | | |
| The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No) | NA | | | | | | | | |
| The entity does not have the financial or human and technical resources available for the task (Yes/No) | NA | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | NA | | | | | | | | |

Not Applicable, as all NGRBC principles are covered through the Company's existing policies, governance frameworks, operational procedures, ESG management systems, and implementation mechanisms. During FY 2025–26, the Company undertook an independent ESG internal review through the Internal Audit Partner, covering ESG policies, BRSR disclosures, ESG data management systems, governance structures, project-level procedures, and decarbonisation practices. The review identified certain opportunities for strengthening policy articulation, process integration, disclosure depth, monitoring mechanisms, and system alignment, for which management action plans have been initiated as part of the Company's continual improvement approach.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

### 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 2025- 26:**

| Segment | Total number of training and awareness programs held | Topics/ Principles covered under training and its impact | %age of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Board of Directors | 7 | As a part of familiarization programs and discussions during meetings, specific sessions are organized for Board/ Committee Members to provide an in-depth perspective and insights regarding infrastructure business, innovation, ESG, CSR, human capital management, culture, discussion on future outlay strategy, technology, compliance and governance, code of conduct, insider trading and POSH. | 100% |
| Key Managerial Personnel | 4 | The following sessions and workshops were organised as part of leadership capability building, strategic business alignment, and strengthening institutional understanding of emerging financial and governance landscapes:<br>• Leaders as Role Model II workshop<br>• New Bid Round<br>• Next CFO Forum Session, 20th March 2026: Shifting Credit: India's Post-Pandemic Financing Landscape<br>• Reconfirmation: CFO Forum Session, 20th March 2026: Shifting Credit: India's Post-Pandemic Financing Landscape | 100% |
| Employees other than BoD and KMPs | 116 | The organisation conducted a range of capability-building and employee development programs focused on leadership, communication, project management, inclusion, innovation, and professional effectiveness to strengthen both functional and behavioural competencies across teams.<br>Training programs included:<br>• Stakeholder Communication<br>• Developing Global Mindset<br>• Construction Delay Analysis<br>• Resource Management & Cost Control<br>• Cross-Cultural Communication<br>• Leaders as Role Model<br>• Emotionally Intelligent Design Thinking<br>• Managing Stakeholders with Trust<br>• Digitalization in Construction<br>• Creative Problem Solving<br>• DEI Awareness and Sensitization<br>• Best Practices in Scheduling<br>• POSH Awareness Training<br>• Urja – an individual excellence and competency development program focused on strategic thinking and people management to support career advancement. | 91.91% |

| Segment | Total number of training and awareness programs held | Topics/ Principles covered under training and its impact | %age of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Workers | 19 | Workers were provided training on "Enhancing ESR Quality through Lessons Learned from Critical Observations" and "Surface Defects in Concrete – Root Causes and Preventive Measures". The sessions focused on strengthening awareness of process compliance, accurate reporting, quality control measures, and preventive actions to address operational and construction-related issues. The training contributed to improved accountability, transparency, and quality in day-to-day operations. | 100% |

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

(**Note:** the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as discussed on the entity's website)

| | NGRBC Principle | Name of the Regulatory/ enforcement agencies/ judicial institutions | Amount (in INR.) | Brief of Case | Has an appeal been preferred? (yes/ No) |
|---|---|---|---|---|---|
| | **Monetary** | | | | |
| Penalty/ Fine | Nil | | | | |
| Settlement | | | | | |
| Compounding Fee | | | | | |
| | **Non-Monetary** | | | | |
| Imprisonment | Nil | | | | |
| Punishment | | | | | |

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|---|---|
| Not applicable since no case of non-compliance was reported during the reporting period. | |

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

Yes, the Company has an anti-corruption and anti-bribery policy in place, which applies to the company and all its subsidiaries. WEL prohibits bribery and any other corrupt practices or conduct in any form. Bribery and Kickback involving government officials, customers, competitors, suppliers, and all other counterparties is strictly prohibited. No WEL officer, director, employee, agent, or other third party representative worldwide may, directly or indirectly, offer, promise, pay, give, abet or authorize the giving of any financial or other advantage, or anything else of Value, to a government official or any other person, with the intent to exert improper influence over the recipient, induce the recipient to violate his or her duties, secure an improper advantage for WEL, or improperly reward the recipient for past conduct. The detailed policy is available here: ABAC policy.

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

| | Current Financial Year 2025- 26 | Previous Financial Year 2024-25 |
|---|---|---|
| Directors | Nil | |
| Key Managerial Personnel (KMPs) | | |
| Employees | | |
| Workers | | |

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

| | Current Financial Year 2025- 26 | | Previous Financial Year 2024- 25 | |
|---|---|---|---|---|
| | 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 | | | | |

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

Not applicable

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

| | Current Financial Year 2025- 26 | Previous Financial Year 2024-25 |
|---|---|---|
| Number of days of accounts payables | 133 | 113 |

**9. Openness of Business:**

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

| Parameter | Metrics | | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|---|---|
| Concentration of Purchases | a. | Purchases from trading houses as % of the total purchases | 7% | 3.35% |
| | b. | Number of trading houses where purchases are made from | 353 | 80 |
| | c. | Purchases from top 10 trading houses as % of total purchases from trading houses | 69.12% | 94.84% |
| Concentration of Sales | a. | Sales to dealers/ distributors as % of total sales | Not applicable | |
| | b. | Number of dealers/ distributors to whom sales are made | | |
| | c. | Sales to top 10 dealers/ distributors as% of total sales to dealers/ distributors | | |

| Parameter | Metrics | | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|---|---|
| Share of RPTs in | a. | Purchases (Purchases with related parties/ Total Purchases) 1. | 4.45% | 3.04% |
| | b. | Sales (Sales to related parties/ Total Sales) | 54.03% | 0.88% |
| | c. | Loans & advances (Loans & advances given to related parties/ Total loans & advances) | 100% | 100% |
| | d. | Investments (Investments in related parties/ Total Investments made) | 46.52% | 51.61% |

### Leadership Indicators

1. **Awareness Programmes conducted for the value chain partners on any of the principles during the financial year 2025- 26:**

| Total number of awareness programs held | Topics/ Principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programs |
|---|---|---|
| Awareness programmes and capacity-building initiatives were conducted for value chain partners during FY 2025–26, including a total of 6 ESG awareness sessions and 1 dedicated capacity-building session at the Bhandup RMC plant, covering a significant proportion of key suppliers and contractors across the VARP site and WWTF locations at Dharavi and Bhandup. The sessions focused on ESG principles and compliance requirements such as SEBI BRSR and NHAI VARP reporting, along with contractor responsibilities for timely and accurate ESG data submission. They also included practical guidance on environmental aspects like material efficiency (optimised cement consumption, reduced wastage), dust control and occupational health, concrete waste management, and renewable energy feasibility, aligned with site-level ESG action plans. Social and governance aspects such as worker safety, quality assurance, transparency, audit readiness, and ethical operations were also emphasized. | | |

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. WEL has a 'Code of Conduct Policy for Board of Directors and Senior Management' which charts out how the Company manages conflicts of interest involving members of the board. This policy requires Board Members to avoid and disclose conflicts of interest where their personal interests may conflict with the company's. They must not engage in activities that interfere with their responsibilities or benefit competitors. Officers must disclose any conflicting interests to the audit committee, including directorships in competing firms or investments in suppliers, customers, or competitors.

## 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 environmental and social impacts of product and processes to total RGD and capex investments made by the entity, respectively.**

| | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 | Details of improvements in environmental and social impacts |
|---|---|---|---|
| R&D | 4% | 2.88% | Technological and Design collaborations with Partners |
| Capex | 2% | 2.51% | Adoption of solar, geo-composites, flyash, Pondash, RWH Systems, Green Assets |

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

b. If "Yes", what percentage of inputs were sourced sustainability?

Welspun Enterprises Limited (WEL) has established procedures for sustainable sourcing through its Supplier Code of Conduct, which is applicable to all suppliers and is aligned with the principles of the United Nations Global Compact (UNGC). The Code sets out clear expectations on environmental stewardship, ethical business conduct, human rights, labour practices, occupational health & safety, regulatory compliance, and responsible governance, encouraging suppliers to integrate sustainability principles within their own operations and value chains.

Building upon this foundation, during FY 2025–26, WEL further strengthened its sustainable sourcing approach through the implementation of its Critical Vendor ESG Engagement & Rating Framework and ESG-aligned Supply Chain Management (SCM) SOP under Project Saksham. These frameworks integrate ESG considerations into supplier onboarding, evaluation, monitoring, performance review and engagement processes, aligned with SEBI BRSR requirements, GRI Standards, IFC Performance Standards, UNGC Principles and other applicable regulatory requirements.

WEL identifies critical value chain partners based on spend significance, operational criticality, strategic relevance and ESG risk exposure. The assessment framework follows a risk-based and double materiality approach and evaluates suppliers across key Environmental, Social, Governance and Health & Safety parameters, including environmental compliance, GHG emissions management, labour and human rights practices, prevention of child and forced labour, workplace safety, business ethics, whistleblower mechanisms, and legal and regulatory compliance.

The framework incorporates structured questionnaires, documentary reviews, evidence-based verification and ESG scoring methodologies. During FY 2025–26, WEL initiated preliminary ESG assessments and pilot engagements with select critical vendors, including ESG alignment initiatives at the Chevrox RMC Plant, Bhandup, to strengthen ESG integration and develop scalable sustainable sourcing practices across its value chain. Suppliers identified with improvement opportunities may be encouraged to implement corrective action plans supported through ongoing engagement by WEL's ESG, Procurement and HSE teams.

**A. Percentage of inputs sourced sustainably:**

24% of the total material consumption (by quantity) during FY 2025-26 comprised sustainable and sustainability-enabling materials. This assessment is based on the utilization of circular economy and low-carbon materials including approximately 1.15 million MT of pond ash used in place of virgin soil, GreenPro-certified steel, low-clinker cementitious materials (PPC/GGBS), geosynthetics, admixtures and other resource-efficient construction materials across the Company's projects. The methodology is based on quantity of sustainable materials consumed as a proportion of total material consumption during the reporting period.

**B. 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

d. Other waste

Reclamation of products is not applicable to Welspun Enterprises Limited's operations, given its focus on long-life infrastructure assets. However, the Company ensures responsible management of waste (including plastics, hazardous waste, and e-waste) through segregation, recycling, and disposal via authorized vendors.

C. **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 Board?
- If "Not", provide steps taken to address the same.

The Company assessed the applicability of notified EPR regulations. Given its business model as an infrastructure developer and EPC company, it does not manufacture, import or introduce products covered under existing EPR frameworks.

Welspun Enterprises remains committed to responsible waste management across its operations. The Company implements waste segregation at source, promotes reuse and recycling of construction and demolition waste wherever feasible, and ensures that recyclable and hazardous wastes are handed over only to authorised recyclers and waste management agencies in accordance with applicable environmental regulations. Through these practices, the Company seeks to minimise waste generation, optimise resource utilisation, and support environmentally responsible project execution.

## Leadership Indicators

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

| NIC Code | Name of product/ service | % of Total Turnover contributed | Boundary for which the Life cycle perspective/ assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/ No) If "Yes", provide web-link |
|---|---|---|---|---|---|
| The Company has not undertaken a formal Life Cycle Assessment (LCA) of its products or services during the reporting period. As an infrastructure developer and EPC company, the Company's operations are primarily project-based and involve the execution, development and operation of infrastructure assets rather than the manufacture of standardised products. Accordingly, a product-level LCA is not presently considered material. | | | | | |

2. **If there are any significant social or environmental concerns and/or Risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action-taken to mitigate the same.**

| Name of Product/ Service | Description of the Risk/ concern | Action Taken |
|---|---|---|
| Not applicable since the clients of WEL are responsible for conducting assessments to identify significant social and environmental risks arising from projects. | | |

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 | |
|---|---|---|
| | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
| Not applicable | | |

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:**

| | Current Financial Year 2025-26 | | | Previous Financial Year 2024-25 | | |
|---|---|---|---|---|---|---|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | Reclamation of products is not applicable to the Company's operations. | | | | | |
| 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 % total products sold in respective category |
|---|---|
| Reclamation of products is not applicable to the Company's operations. | |

## 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) |
| **Permanent Employees** | | | | | | | | | | | |
| Male | 739 | 739 | 100% | 739 | 100% | 0 | 0% | 739 | 100% | 739 | 100% |
| Female | 61 | 61 | 100% | 61 | 100% | 61 | 100% | 0 | 0% | 61 | 100% |
| Others | 1 | 1 | 100% | 1 | 100% | 0 | 0% | 0 | 0% | 1 | 100% |
| **Total** | **801** | **801** | **100%** | **801** | **100%** | **61** | **7.97%** | **739** | **91.91%** | **801** | **100%** |
| **Other than Permanent Employees** | | | | | | | | | | | |
| Male | 11 | 11 | 100% | 11 | 100% | 0 | 0% | 11 | 100% | 11 | 100% |
| Female | 4 | 4 | 100% | 4 | 100% | 4 | 100% | 0 | 0% | 4 | 100% |
| Total | **15** | **15** | **100%** | **15** | **100%** | **4** | **26.67%** | **11** | **73.33%** | **15** | **100%** |

* "As per the Company's policy, parental leave benefits (including maternity and paternity leave) are applicable to all employees, which includes both Staff and Workers.

1. **b. Details of measures for the well-being of Workers (Financial Year 2025-26)**

| 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) |
| **Permanent Workers** | | | | | | | | | | | |
| Male | 129 | 129 | 100% | 0 | 0% | 0 | 0% | 129 | 100% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Others | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| **Total** | **129** | **129** | **100%** | **0** | **0%** | **0** | **0%** | **129** | **100%** | **0** | **0%** |
| **Other than Permanent Workers** | | | | | | | | | | | |
| Male | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Others | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| **Total** | **0** | **0** | **0%** | **0** | **0%** | **0** | **0%** | **0** | **0%** | **0** | **0%** |

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

| | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.37% | 0.34% |

2. **Details of retirement benefits, for Current FY 2025- 26 and Previous FY 2024-25**

| Benefits | Current Financial Year 2025-26 | | | Previous Financial Year 2024-25 | | |
|---|---|---|---|---|---|---|
| | No. of employees covered as % of total employees | No. of Workers covered as % of total Workers | Deducted and Deposited with the authority (Yes/ No/ NA) | No. of employees covered as % of total employees | No. of Workers covered as % of total Workers | Deducted and Deposited with the authority (Yes/ No/ NA) |
| PF | 99.33% | 100% | Yes | 99.33% | 100% | Yes |
| Gratuity | 100 % | 100 % | NA | 100% | 100% | NA |
| ESI | 0.00% | 15.80% | Yes | 0% | 15.8% | Yes |

3. **Accessibility of Workplaces**

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

Our current premises and offices are not fully compliant with the Rights of Persons with Disabilities Act, 2016, since our operations are undertaken on a leased basis. The offices of the Company are situated in leased buildings, and WEL has no/limited control over the modification/retrofitting of the buildings to make them accessible, however, the company acknowledges its commitment towards diversity, equity, and inclusivity. We are in the process of developing a policy for acquiring spaces which are compliant to the RPWD Act, 2016.

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

WEL has an Equal Opportunity Policy under its 'Human Rights Policy'. The Equal Opportunity Policy aims to ensure equal treatment, create an environment conducive to openness and acceptance, protect individual rights, and establish effective grievance redressal mechanisms against harassment. This policy underscores WEL's commitment to upholding dignity, safety, and support for all employees, fostering a workplace free from discrimination. The policy covers all the requirements of the RPWD Act 2016 in spirit, however the same are not explicitly stated in the policy statements.

To better align the Equal Opportunity Policy with the RPWD Act 2016, WEL has submitted a draft policy for equal opportunity aligned with the RPWD Act 2016, which is currently in the approval stage at Group level.

5. **Return to work and Retention rates of permanent employees and Workers that took parental leave for FY 2025- 26.**

| Gender | Permanent Employees | | Permanent Workers | |
|---|---|---|---|---|
| | Return to Work Rate | Retention Rate | Return to Work Rate | Retention Rate |
| Male | 100% | 57.63% | 100% | 100% |
| Female | 100% | 100% | 0% | 0% |
| **Total** | **100%** | **58.33%** | **100%** | **100%** |

* "As per the Company's policy, parental leave benefits (including maternity and paternity leave) are applicable to all employees, which includes both Staff and Workers.

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

| | |
|---|---|
| Permanent Workers<br>Other than Permanent Workers<br>Permanent Employees<br>Other than Permanent Employees | Yes, WEL is committed to maintain fairness and respect for all employees and workers. The Grievance Redressal Policy provides a structured process for resolving workplace grievances. This policy outlines the procedure for raising and addressing grievances, ensuring a systematic approach to resolution and response.<br><br>Grievance Redressal Mechanism:<br><br>Employees can speak directly to the offender or report incidents of discrimination or harassment to HR or via harassment@welspun.com.<br><br>If the issue persists or employee feels uncomfortable, they report to the immediate manager or Grievance Redressal Committee (GRC). GRC will ensure a confidential investigation and appropriate action, including possible termination.<br><br>Observers of potential harassment are required to report it. All complaints are handled confidentially and seriously, with updates provided after the investigation. |

**7. Membership of employees and Workers in association(s) or Unions recognized by the listed entity:**

| Category | Current Financial Year 2025- 26 | | | Previous Financial Year 2024- 25 | | |
|---|---|---|---|---|---|---|
| | Total employees/ Workers in respective category (A) | No. of employees/ Workers in respective category, who are part of Association(s) or Unions. (B) | Percentage (%) (B/A) | Total employees/ Workers in respective category (A) | No. of employees/ Workers in respective category, who are part of Association(s) or Unions. (B) | Percentage (%) (B/A) |
| **Total Permanent Employees** | **-** | **-** | **-** | **-** | **-** | **-** |
| - Male | - | - | - | - | - | - |
| - Female | - | - | - | - | - | - |
| **Total Permanent Workers** | **-** | **-** | **-** | **-** | **-** | **-** |
| - Male | - | - | - | - | - | - |
| - Female | - | - | - | - | - | - |

**8. (a). Details of training given to employees and Workers on "Health and Safety Measures"**

| Category | Current Financial Year 2025- 26 | | | Previous Financial Year 2024- 25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| | | | **Employees** | | | |
| Male | 750 | 750 | 100% | 727 | 727 | 100% |
| Female | 65 | 65 | 100% | 58 | 58 | 100% |
| Others | 1 | 1 | 100% | 1 | 1 | 100% |
| **Total** | **816** | **816** | **100%** | **786** | **786** | **100%** |
| | | | **Workers** | | | |
| Male | 129 | 129 | 100% | 209 | 209 | 100% |
| Female | 0 | 0 | 100% | 0 | 0 | 0% |
| Total | **129** | **129** | **100%** | **209** | **209** | **100%** |

**(b). Details of training given to employees and Workers on "Skill Up-gradation"**

| Category | Current Financial Year 2025-26 | | | Previous Financial Year 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| **Employees** | | | | | | |
| Male | 750 | 750 | 100% | 727 | 725 | 99.72% |
| Female | 65 | 65 | 100% | 58 | 55 | 94.82% |
| Others | 1 | 1 | 100% | 1 | 1 | 100% |
| **Total** | **816** | **816** | **100%** | **786** | **781** | **99.36%** |
| **Workers** | | | | | | |
| Male | 129 | 129 | 100% | 209 | 36 | 17.22% |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total** | **129** | **129** | **100%** | **209** | **36** | **17.22%** |

**9. Details of Performance and Career Development reviews of employees and Workers:**

| Category | Current Financial Year 2025-26 | | | Previous Financial Year 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| **Employees** | | | | | | |
| Male | 750 | 553 | 73.73% | 727 | 678 | 94.69% |
| Female | 65 | 51 | 78.46% | 58 | 51 | 94.44% |
| Others | 1 | 1 | 100% | 1 | 1 | 100% |
| **Total** | **816** | **605** | **74.14%** | **786** | **730** | **94.68%** |
| **Workers** | | | | | | |
| Male | 129 | 0 | 0% | 209 | 196 | 93.77% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |
| **Total** | **129** | **0** | **0%** | **209** | **196** | **93.77%** |

**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", then coverage of the system. | Yes. Occupational Health and Safety Management System has been implemented in line with national & international standards (ISO 14001 & ISO 45001) and followed at all project sites. In addition, activity-specific Safe Operating Procedures (SOPs) have been developed and are strictly adhered to during the execution of all operations. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity? | Hazard Identification & Risk Assessment (HIRA) is jointly prepared to identify associated hazards, evaluate risk levels, and establish appropriate control measures based on the defined work methods. The effectiveness of these measures is continuously monitored through daily site safety inspections, HSE meetings, safety walkthroughs, and both internal and external audit systems, covering routine as well as non-routine activities. The findings and outcomes are systematically uploaded on digital platform and communicated to the concerned to ensure compliance and continual improvement. Additionally, surveillance audits are carried out at regular intervals to further strengthen the safety management system. |

| | | |
|---|---|---|
| c. | Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No) | Yes, Workers are encouraged to report work related hazards, near-misses & first aid to the respective supervisor / engineer. Every day (morning hour) during Tool Box Talk (TBT) by front line engineer/sup where workers do share their findings (hazards). All hazards, incidents are analyzed in details and the recommendations are suggested to implement for preventing similar happening. |
| d. | Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No) | Yes. Employees get annual medical health check-up through a tied up hospital / pathology lab. Pre-Employment and Periodic Health check-up for workers are also carried out at all project site. |

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

| Safety Incidents/ Number | Category | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)* | Employees | 0 | 0 |
| | Workers | 0.0495 | 0.049 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Number of fatalities | Employees | 0 | 0 |
| | Workers | 1 | 1 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

* The reported LTIFR includes contractor and subcontractor personnel engaged at project sites under the Company's operational control.

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

WEL has implemented a comprehensive HSE Management System, actively deployed across project sites and offices. A dedicated HSE team operates under the guidance of the HSE Head, ensuring alignment with company requirements. The Chairman, Managing Director, and CEO regularly review site HSE performance through BRC, MRM and CRM meetings, conducted monthly.

The following systems are followed at all project sites:

1. Activity based SOPs, HIRA prepared & followed during course of action.
2. HSE Induction is mandatory for new workers, employees & visitors.
3. Creating awareness of HSE Management System amongst team and implemented accordingly.
4. Carrying out HSE inspections, Conducting HSE Meeting, On Job & Off Job Training Program
5. Organizing Internal Audit & External Audit System on regular interval
6. Launching Various HSE drives / Campaigns to promote on HSE system at all project sites
7. Ensuring Health Surveillance Program at the site
8. Fulfilling the legal requirements and ensuring the effective implementation at work place
9. Implementing Work Permit System prior to start of critical activity
10. Ensuring proper recording of minor & major injuries/DO/Near Miss case and reviewing the short falls to overcome
11. Conducting motivational programme like Safety Reward & Recognition
12. Monitoring Site HSE performance at senior level with help of digital platform such as WEL Darpan, WEL Data Hub etc

**1. Number of complaints on the following made by employees and Workers:**

| | Current Financial Year 2025- 26 | | | Previous Financial Year 2024- 25 | | |
|---|---|---|---|---|---|---|
| | Filed | Pending Resolution at end of year | Remarks | Filed | Pending Resolution at end of year | Remarks |
| Working Conditions | Nil | Nil | - | Nil | Nil | - |
| Health and Safety | Nil | Nil | - | Nil | Nil | - |

**2. Assessment for the Year (2025- 26):**

| | % of plants and offices that were assessed (by entity or statutory authorities or third party) |
|---|---|
| Health and Safety Practices | 100% |
| Working Conditions | 100% |

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

The corrective actions taken / underway to address safety-related incidents and significant risks arising from assessment of health & safety practices and working conditions are as follows:

1. Monthly HSE Committee Meetings conducted as a structured decision-making platform to review incidents and drive corrective and preventive actions (CAPA).
2. Incident investigations and root cause analysis carried out to identify systemic gaps and strengthen safety monitoring and implementation mechanisms.
3. Hazard Identification and Risk Assessment (HIRA) exercises undertaken regularly to enhance risk evaluation and mitigation planning.
4. Training and awareness sessions conducted based on incident findings and identified risk areas to improve workforce competency and safety behavior.
5. Routine inspections and safety walk-throughs conducted to identify unsafe acts and conditions, forming the basis for proactive incident prevention.

### Leadership Indicators

**1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/ No).**

A. Yes

B. Yes

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

The company ensures that all relevant compliances are appropriately followed before the closure of the financial year for its value chain partners. The Company partners with vendors who demonstrate full compliance with relevant laws, based on their established track record. WEL maintains robust internal controls to ensure that all required statutory payments for service provider employees are made promptly and in full.

**3. Provide the number of employees/ Workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

| | Total Number of affected employees/ Workers | | No. of employees/ Workers that are rehabilitated or whose family member have been placed in suitable employment | |
|---|---|---|---|---|
| | FY 2025- 26 | FY 2024- 25 | FY 2025- 26 | FY 2024- 25 |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 1 | 1 | 0 | 0 |

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

Yes. Throughout the course of the employment of an individual at WEL, the Company provides them with ample learning opportunities and training courses. These courses assist the individual in expanding their skillsets, and in case of separation from the Company, the individual is well-equipped to transition into other roles.

**5. Details on assessment of value chain partners (FY 2025- 26):**

| | **% of value chain partners** *(by value of business done with such partners)* **that were assessed** |
|---|---|
| Health and Safety Practices<br>Working Conditions | For FY 2025–26, Welspun Enterprises Limited (WEL) strengthened its value chain ESG assessment approach in alignment with the latest SEBI BRSR requirements and evolving expectations around responsible supply chain management. In line with SEBI guidance, WEL identified critical value chain partners as upstream and downstream partners individually contributing 2% or more of the Company's procurement or sales value, respectively, while ensuring broad coverage based on spend significance and ESG risk exposure.<br><br>To support this approach, WEL initiated implementation of its "Critical Vendor ESG Engagement & Rating Framework" and ESG-aligned Supply Chain Management (SCM) SOP under Project Saksham for systematic assessment of critical vendors across the value chain. The framework integrates ESG considerations into vendor onboarding, evaluation, monitoring and engagement processes, aligned with SEBI BRSR requirements, GRI Standards, IFC Performance Standards, UN Global Compact principles and applicable regulatory requirements.<br><br>The assessment framework adopts a risk-based and double materiality approach, evaluating vendors based on operational criticality, spend contribution, ESG risk exposure and strategic relevance to WEL's operations. Critical vendors are being assessed across Environmental, Social, Governance and Safety parameters through structured questionnaires, documentary evidence review and compliance verification processes.<br><br>The ESG SCM assessment covers key areas including:<br>• Regulatory licenses, permits and environmental clearances<br>• Environmental management systems and certifications<br>• GHG emissions management practices<br>• Human rights and labour practices<br>• Prevention of child labour, forced labour and workplace discrimination<br>• Code of Ethics and whistleblower mechanisms<br>• Legal and regulatory compliance<br>• Emergency preparedness systems<br>• Occupational Health & Safety governance and policies |

| | **% of value chain partners** *(by value of business done with such partners)* **that were assessed** |
|---|---|
| | The framework further evaluates vendors across weighted ESG pillars comprising Environmental (40%), Social (35%) and Governance (25%) parameters. Under Health & Safety practices, assessment areas include HSE systems, PPE compliance, safety training, incident reporting, worker welfare and contractor safety management.<br><br>During FY 2025–26, WEL initiated preliminary ESG assessments for select critical vendors through publicly available disclosures, operational data reviews and compliance documentation. Deeper engagement, detailed assessments, site-level evaluations and capability-building initiatives are planned in a phased manner across the identified value chain ecosystem.<br><br>As part of this phased implementation, WEL also initiated a pilot ESG alignment engagement at the Chevrox RMC Plant at Bhandup to strengthen ESG integration at the operational level. The pilot focuses on improving alignment with environmental, occupational health & safety, labour welfare and governance expectations, while helping develop scalable ESG assessment and engagement practices for wider deployment across projects and operations.<br><br>The assessment methodology is supported by evidence-based verification and a defined ESG scoring approach. Vendors identified with improvement opportunities may be encouraged to implement corrective action plans, supported through ongoing monitoring and engagement by WEL's ESG, Procurement and HSE teams.<br><br>Through this structured and progressive approach, WEL aims to strengthen ESG integration across its value chain, enhance contractor health and safety performance, improve transparency and assurance readiness, and build long-term responsible partnerships aligned with the Company's sustainability commitments. |

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

   No such incidents/significant risks have been identified from the assessment of health and safety practices and working conditions for value chain partners.

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

### Essential Indicators

1. **Describe the process for identifying key Stakeholder groups of the entity.**

   Welspun undertakes a structured stakeholder identification process to understand the expectations of key groups influencing its business and sustainability priorities. This includes internal and external stakeholders such as shareholders, customers, employees, communities, suppliers, regulators, and media, with specific efforts to identify and engage vulnerable and marginalized groups. The Company uses a combination of internal assessments, benchmarking, and stakeholder interactions to identify stakeholders and integrate their perspectives into its decision-making and sustainability initiatives.

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

| Stakeholder Group | Identified as Vulnerable or Marginalized Group (Yes/No) | Channels of Communication | Frequency of engagement | Purpose and scope of engagement including fi ey topics and concerns raised during each engagement |
|---|---|---|---|---|
| Investors and Shareholders | No | Investor calls/ presentations Press releases and publications Statutory reports Annual General Meeting | Quarterly & Annual | Financial performance, Business updates, Growth plans and product pipeline, and Sustainability performance |
| Employees and Workers | No | Internal communication platforms | Quarterly (Town hall meetings) - Annual (Employee satisfaction survey) | Regular Feedback & Grievance Redressal, Employee engagement improvement, Diversity and Inclusion, Career support programs, training programs and learning nuggets, Maternity support |
| Customers/ Clients | No | Customer engagement programs | Need-based (events, Senior leadership interaction) - Annual (Customer Satisfaction Survey) - Quarterly (Customer feedback) | Resolution of queries and feedback |
| Communities | Yes | Surveys, Focus Group Discussions and Stakeholder Meetings | Need based CSR aligned | Need assessment for CSR projects & grievance redressal |
| Suppliers and Dealers | No | Surveys, Focus Group Discussions and Stakeholder Meetings | Quarterly & Annual | Query resolution and grievance redressal, assessing supplier performance and conduct due diligence on vendors, perform risk assessments for high-risk vendors, address non-compliance issues, and manage breaches of contract effectively. |
| Government and Regulators | No | Mandatory compliance reports | Need based | Understanding and adherence to local governance and compliance requirements |
| Implementing agencies (NGO) | No | Emails, calls, regular meetings (Online & in person), presentations, monitoring visits etc. | Quarterly & Annual | Need assessment for CSR projects, grievance redressal & project implementation follow-ups. |

## Leadership Indicators

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

   The Company has established a Stakeholders Relationship and Investor Grievance Committee to address stakeholder grievances. Additionally, an ESG & CSR Committee oversees the implementation of the ESG framework within the organization. Both Committees receive regular updates on stakeholder engagements and grievances, as well as on the progress of ESG initiatives. The respective Chairpersons of these Committees report these developments to the Board for its information and consideration.

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.**

   The Company has a structured stakeholder engagement process through which inputs from employees, subcontractors, suppliers, investors, communities, and other key stakeholders are integrated into its sustainability strategy and business decisions.

   Key stakeholder inputs and actions taken during FY 2025–26 include:

   **Climate Action and Energy Transition:** Subcontractors and value chain partners emphasized the need for collaborative decarbonisation and low-carbon construction practices. In response, the Company strengthened Scope 3 emissions assessment, supplier ESG engagement, and adoption of energy-efficient and low-carbon solutions.

   **Resource Efficiency and Circularity:** Stakeholders highlighted efficient resource utilization, waste reduction, and circular economy practices. These inputs were incorporated through increased use of supplementary cementitious materials, waste management initiatives, and water conservation measures across projects.

   **Employee Well-being:** Employees sought stronger engagement and well-being mechanisms. The Company leveraged the Amber AI-powered Listening Bot to capture real-time employee feedback and implement targeted actions to enhance employee experience and workplace culture.

   **Skill Development and Career Progression:** Employees highlighted the need for structured growth opportunities. In response, the Company strengthened its PACE (Performance and Career Excellence) framework, supported by AI-enabled talent development tools, to provide personalized learning, capability building, and career progression pathways.

   These stakeholder inputs continue to shape the Company's sustainability priorities and long-term value creation approach.

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

   The Company undertakes periodic community need assessments in the geographies where it operates and maintains project/site offices to identify key social and developmental priorities of local communities. The findings from these assessments guide the planning and implementation of CSR interventions.

   Based on identified community needs, the Company implements its flagship CSR programmes—WelSwasthya (healthcare), WelNetrutva (livelihood and leadership development), WelSuraksha (road safety and community safety), and WelShiksha (education)—while fostering employee participation through the WeVolunteer programme. Through these initiatives, the Company seeks to address the needs of vulnerable and marginalized communities and create sustainable social impact in the areas of health, livelihood enhancement, road safety, and education.

## 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 | Current Financial Year 2025- 26 | | | Previous Financial Year 2024- 25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | Number (B) | Percentage (%) (B/A) | Total (C) | Number (D) | Percentage (%) (D/C) |
| **Employees** | | | | | | |
| Permanent | 801 | 267 | 33.09% | 771 | 485 | 62.90% |
| Other than permanent | 15 | 3 | 20.00% | 15 | 0 | 0% |
| **Total Employees** | **816** | **270** | **33.09%** | **786** | **485** | **61.70%** |
| **Workers** | | | | | | |
| Permanent | 129 | 0 | 0% | 209 | 19 | 9.09% |
| Other than permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| **Total Workers** | **129** | **0** | **0%** | **209** | **19** | **9.09%** |

*The reported training coverage highlights employees and workers who participated in dedicated human rights training programmes during FY 2025-26. The year-on-year variation is attributable to the Company's training deployment schedule, logbook digitisation, and workforce composition across projects, and focus on specific employee groups during the reporting period. The Company is committed to increase awareness and training initiatives across its workforce.

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

| Category | Current Financial Year 2025- 26 | | | | | Previous Financial Year 2024- 25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | | Number (E) | % (E/D) | Number (F) | % (F/D) |
| **Employees** | | | | | | | | | | |
| **Permanent** | **801** | **0** | **0%** | **801** | **100%** | **771** | **0** | **0%** | **771** | **100%** |
| - Male | 739 | 0 | 0% | 739 | 100% | 716 | 0 | 0% | 716 | 100% |
| - Female | 61 | 0 | 0% | 61 | 100% | 54 | 0 | 0% | 54 | 100% |
| - Others | 1 | 0 | 0% | 1 | 100% | 1 | 0 | 0% | 1 | 100% |
| **Other than Permanent** | **15** | **0** | **0%** | **15** | **100%** | **15** | **0** | **0%** | **15** | **100%** |
| - Male | 11 | 0 | 0% | 11 | 100% | 11 | 0 | 0% | 11 | 100% |
| - Female | 4 | 0 | 0% | 4 | 100% | 4 | 0 | 0% | 4 | 100% |
| **Workers** | | | | | | | | | | |
| **Permanent** | **129** | **0** | **0%** | **129** | **100%** | **209** | **0** | **0%** | **209** | **100%** |
| - Male | 129 | 0 | 0% | 129 | 100% | 209 | 0 | 0% | 209 | 100% |
| - Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| **Other than Permanent** | | | | | | | | | | |
| - Male | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| - Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |

**3. Details of remuneration/ salary/ wages, in the following format for FY 2025-26*:**

**a. Median remuneration/ wages (Figures in Lakh INR):**

| | Male | | Female | |
|---|---|---|---|---|
| | Number | Median salary/ wage of respective category | Number | Median salary/ wage of respective category |
| Board of Directors (BoD) | 7 | For details of remuneration paid to the BoD, kindly refer to point number 15 of the Directors' Report. | 1 | For details of remuneration paid to the BoD, kindly refer to point number 15 of the Directors' Report. |
| Key Managerial Personnel | 4 | 461.32 | 1 | 36.9 |
| Employees other than BoD and KMP (Permanent) | 736 | 8.41 | 60 | 9.0 |
| Workers (Permanent) | 129 | 2.64 | 0 | 0.00 |

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

| | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
|---|---|---|
| Gross wages paid to females as % of total wages (permanent employees and worker) | 6.3% | 4.35% |

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

Yes, the Company has a dedicated Internal Committee to address human rights issues and concerns in the respective businesses.

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

Employees are encouraged to confidentially report grievances through email (humanrights@welspun.com) or directly to local HR Heads or CHRO. Upon receipt, grievances undergo a structured process i.e., the complaint is assessed, and complainants receive a notification. An impartial team conducts thorough investigations, and findings are documented, with corrective actions promptly implemented and communicated to the complainants. A stringent non-retaliation policy safeguards employees who report grievances, fostering a culture of openness and accountability. Feedback from this process is utilized to continually enhance procedures, supported by ongoing training initiatives aimed at reinforcing human rights principles throughout the organization.

**6. Number of complaints on the following made by employees and Workers:**

| | Current Financial Year 2025-26 | | | Previous Financial Year 2024-25 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at end of year | Remarks | Filed during the year | Pending resolution at end of year | Remarks |
| Sexual Harassment | 2 | 0 | Case 1 Closed in 78 Days, Case 2 Closed in 52 Days. | 1 | 0 | Closed within 30 days |
| Discrimination at workplace | Nil | Nil | NA | Nil | Nil | NA |
| Child Labour | Nil | Nil | NA | Nil | Nil | NA |
| Forced Labour/ Involuntary Labour | Nil | Nil | NA | Nil | Nil | NA |
| Wages | Nil | Nil | NA | Nil | Nil | NA |

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

| | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
|---|---|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 2 | 1 |
| Complaints on POSH as a % of female employees / workers | 3.08% | 1.5% |
| Complaints on POSH upheld | 2 | 1 |

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

In line with the commitment of WEL to the highest possible standards of ethical, moral, and legal business conduct and its commitment to open communication, WEL Whistle-blower Policy provides Directors, Employees, customers, and vendors an avenue to raise concerns. If a whistle-blower raises a concern under this policy or voluntarily provides information within Whistleblower policy, then he/she will not be at risk of suffering any form of reprisal or retaliation. Retaliation includes discrimination, reprisal, harassment or vengeance in any manner, risk of losing his/her job or suffer loss in any other manner like transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the Whistle-blower's right to continue to perform his/her duties/functions including making further Protected Disclosure, because of reporting under this Policy. The Company has an internal committee which addresses grievances related to discrimination and harassment cases as per the respective policies.

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

Yes, all suppliers and contractors of WEL are required to adhere to the supplier code of conduct. The code of conduct charts out human rights requirements such as prohibition of child labour, prohibition of forced and compulsory labour, health and safety (including safe work environment), freedom of association and collective bargaining, non-discrimination, and fair treatment. All WEL value chain partners are expected to comply with the code of conduct.

10. **Assessment for the FY 2025-26:**

| | % of plants and offices that were assessed (by entity or statutory authorities or third parties)* |
|---|---|
| Child Labour | 100% of our operations are assessed internally for human rights issues. |
| Forced/ Involuntary Labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |

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

No significant risks or concerns were identified through the assessments.

## Leadership Indicators

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

WEL conducts its business operations in an ethical manner and ensures that human rights are well upheld throughout its operations. As a testament to the strong ethical practices followed by WEL, the Company has not received any grievances or complaints related to human rights issues.

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

The human rights due diligence process at WEL rigorously identifies, assesses, and mitigates human rights risks across project sites and offices, reinforcing ethical business practices and protecting the rights of workers and communities. This involves site visits to ensure comprehensive coverage. The scope includes preventing child labor, ensuring employee health and safety, and promoting non-discrimination in the workplace.

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?**

WEL's current premises and offices are not fully accessible to differently abled visitors since our operations are undertaken on a leased basis. Also, the offices of the Company are situated in leased buildings, and WEL has no/ limited control over the modification/retrofitting of the buildings to make them accessible. We are in the process of developing a policy for acquiring spaces which are compliant to the RPWD Act 2016.

4. **Details on assessment of Value Chain Partners:**

| | % of value chain partners (by value of business done with such partners) that were assessed: |
|---|---|
| Child Labour | WEL assesses critical value chain partners representing 2% or more of procurement spend, in line with SEBI BRSR guidance. As part of the Company's ESG-aligned Supply Chain Management framework under Project Saksham, suppliers are evaluated against key Environmental, Social, Governance and Safety parameters, including compliance with labour laws, prevention of child labour and forced labour, workplace discrimination, sexual harassment, wages and working conditions, occupational health and safety, ethical business conduct, and regulatory compliance. |
| Forced/ Involuntary Labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |

5. **Provide details of any corrective actions taken or underway to address significant Risks/ concerns arising from the assessment at Qs. 4 above.**

Nil

## 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 | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| **From 'Renewable Sources' (in Gigajoules)** | | |
| Total **Electricity** Consumption (A) | 32,385.18* | 1,581.242 |
| Total **Fuel** Consumption (B) | 0 | 0 |
| **Energy** consumption through Other Sources (C) | 0 | 0 |
| **Total Energy Consumption from renewable sources (A+B+C)** | **32,385.18** | **1,581.242** |
| **From 'Non-Renewable Sources' (in Gigajoules)** | | |
| Total **Electricity** Consumption (D) – Grid | 7,170.01 | 8,100.32 |
| Total **Fuel** Consumption (E) | 1,14,292.72 | 1,06,373.87 |
| **Energy** consumption through Other Sources (F) | 0 | 0 |
| **Total Energy Consumption from non-renewable sources (D+E+F)** | **1,21,462.73** | **1,14,474.19** |
| **Total Energy Consumption (Renewable + Non-Renewable)** | **1,53,867.91** | **1,16,055.43** |
| **Energy intensity per rupee of turnover** (Total energy consumption/turnover in rupees) | 0.000006 GJ/INR | 0.0000041 GJ/INR |
| **Energy intensity per rupee of turnover adjusted for Purchasing Power Parity** (Total energy consumed/ Revenue from operations adjusted for PPP) | 0.0000121 GJ/US$ | 0.000085 GJ/US$ |
| **Energy intensity in terms of physical output** | | |

The Company has not reported energy, GHG, water and waste emission intensity based on physical output due to its diversified infrastructure portfolio across Transportation and Water verticals, where a single physical output metric is not meaningful. Accordingly, GHG emission intensity is reported based on turnover to ensure a consistent and comparable measure of performance.

* Renewable energy installation of 17,964 kW included as part of Scope of work

**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? (Yes/No)**

If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, none of the sites/facilities are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

| Parameter | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| Water withdrawal by source (in kiloliters- Kl) | | |
| (i). Surface Water | 0 | 0 |
| (ii). Groundwater | 1,13,977.58 | 10,236.15 |
| (iii). Third Party Water | 27,580.02 | 134.879 |
| (iv). Seawater/ Desalinated water | 0 | 0 |
| (v). Others | 0 | 0 |
| **Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)** | **1,41,557.59** | **10,371.029** |
| **Total volume of water consumption (in KL)** | **1,41,557.59** | **10,371.029** |
| **Water intensity per rupee of turnover (water consumed/ turnover)** | **0.000005 KL/INR** | **0.0000004 KL/INR** |
| **Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total water consumption/ Revenue from operations adjusted for PPP) | 0.000111 KL/US$ | 0.000008 KL/US$ |
| **Water intensity in terms of physical output** | - | - |

* The Water consumption has risen with increase in operations activity related to Water Infrastructure Projects in FY 25-26

**4. Provide the following details related to water discharge:**

| Parameter | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
|---|---|---|
| **Water discharge by destination and level of treatment (in kiloliters)** | | |
| **(i) To Surface Water** | Water discharge data is not being tracked as in the construction phase, water discharge isn't applicable. | |
| No treatment | | |
| With treatment- please specify level of treatment | | |
| **(ii) To Ground Water** | | |
| 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 | | |
| With treatment- please specify level of treatment | | |
| **(v) Others** | | |
| No treatment | | |
| With treatment- please specify level of treatment | | |
| **Total water discharged. (in kilo-liters)** | | |

5. **Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.**

Considering the nature of the company's EPC and Infrastructure development activities, ZLD is not applicable. The company does not generate any significant industrial effluent which requires ZLD systems. Water used at project sites is primarily consumed in construction activities while domestic wastewater generated at offices, labour campus and project facilities is managed through sewage treatment systems, septic tanks, and authorised municipal disposal mechanisms as applicable.

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

| Parameter | Please specify unit | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|---|
| NOx | Other air emissions data is not being tracked WEL is working towards systems to track the same. | | |
| SOx | | | |
| Particulate Matter (PM) | | | |
| Persistent organic pollutant (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutant (HAP) | | | |

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

| Parameter | Please specify unit | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|---|
| Total Scope 1 Emissions (Break-up of the GHG into $CO_2$, CH4, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 9,128.9 | 8,548.50 |
| Total Scope 2 Emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 1,426.03 | 1,597.47 |
| **Total Scope 1 and Scope 2 emissions per rupee of turnover** | Metric tonnes of $CO_2$ / rupee | 0.00000041 $tCO_2e$/INR | 0.0000004 $tCO_2e$/INR |
| **Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP) | Metric tonnes of $CO_2$ / adjusted for PPP | 0.00000827 $tCO_2e$/US$ | 0.0000074 $tCO_2e$/US$ |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | ($MTCO_2e$/Meter) | | |

8. **Does the entity have any project related to reducing Greenhouse gas emissions? If "Yes", then provide details.**

Yes, WEL has implemented projects related to reducing Green House Gas emission. The details are as follows:

- Renewable Energy Adoption: WEL achieved the planned installation and utilization of 17,964 kW of solar energy across Uttar Pradesh Jal Jeevan Mission (UPJJM) sites, offsetting grid-based electricity consumption in O&M stage which is also part of Scope of work.
- Material Efficiency and Circular Economy:
  1. WEL reduced 8,248.38 KL o f construction water use through adoption of superplasticiser admixtures, in turn avoiding 3215.25 MT of cement across Road projects.
  2. 18,647 MT of fly ash and 2375.195 MT GGBS were utilized to replace 21,022.195 MT cement.
  3. Additionally, WEL recycled 119.392 MT of construction and other waste.

  Our strategy around material efficiency and circular economy led to significant reduction of embodied carbon emissions 28,946.29 $tCO_2e$.

- Renewable Energy Adoption:

  WEL continued integration of renewable energy across operations under Jal Jeevan Mission and transportation sites:

  - Installed 17,964 kW solar capacity across schemes
  - Generated and consumed ~23,975 kWh solar energy (including 19,811.20 kWh at sites offices and stores 4,164.19 kWh via solar blinkers)
  - Apart from Solar blinker and Solar at UPJJM stores mentioned above, 8995882 Kwh solar energy was consumed across UPJJM Campuses.
  - Achieved ~ 6441.05 $tCO_2e$ emission avoidance (Impact covers solar installed as part of scope of work)

  This demonstrates early-stage decentralised renewable integration across distributed infrastructure.

  Decarbonisation and Energy Efficiency:

- Decarbonisation Servicing Machines:
  - Improved engine efficiency and reduced diesel consumption
  - 144.02 $tCO_2e$ emissions avoided

- Electric Mobility Deployment:
  - 9 EV cars + 2 electric two-wheelers deployed across key sites
  - 5.98 $tCO_2e$ emissions avoided, along with reduction in local air pollutants

  Together, these initiatives mark WEL's transition toward low-carbon construction operations.

  In FY 2026–27, we will prioritize Renewable energy transition across sites aligned to Decarbonisation Roadmap.

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

| Parameter | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| Total Waste Generated (in metric Tones) | | |
| Plastic Waste (A) | 2.53 | 0.882 |
| E-Waste (B) | 0 | 0.187 |
| Bio-medical Waste (C) | 0 | 0 |
| Construction and Demolition Waste (C&D) (D) | 118.68 | 129.849 |
| Battery Waste (E) | 0 | 0 |
| Radioactive Waste (F) | 0 | 0 |
| Other Hazardous Waste generated (G) (Please specify, if any) | 0 | 0 |
| Other Non-Hazardous Waste generated (H) (Please specify, if any) | 69.93 | 62.745 |
| **Total Waste Generated (A+B+C+D+E+F+G+H)** | 191.14 | 194 |
| **Waste intensity per rupee of turnover** (Total waste generated/ Revenue from operations) | 0.0000000078 MT/INR | 0.0000000068 MT/INR |
| **Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated/ Revenue from operations adjusted for PPP) | 0.00000015 MT/US$ | 0.00000014 MT/US$ |
| Waste intensity in terms of physical output | | |

*Waste intensity in terms of physical output has been calculated basis the length of road constructed.

| Parameter | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| **For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)** | | |
| Category Waste | | |
| (i). Recycled | 119.475 | 136.754 |
| (ii). Re-used | 7.83 | 9.93 |
| (iii). Other recovery operations | 0 | 0 |
| **Total** | **127.304** | **146.684** |
| **For each category of waste generated, total waste disposed by nature of disposal method (in metric tones)** | | |
| Category Waste | | |
| (i). Incineration | 0 | 0 |
| (ii). Landfilling | 59.758 | 44.75 |
| (iii). Other disposal operations | 0 | 0 |
| **Total** | **59.758** | **44.75** |

**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.**

WEL adopts a comprehensive and responsible approach to waste management by adhering to the principles of the 3Rs Reduce, Reuse, and Recycle to effectively minimise waste generation and optimise resource utilisation across its operations. Structured and safe waste handling practices are implemented at all sites, ensuring proper segregation, collection, storage, and disposal of waste in accordance with applicable regulatory requirements.

The Company is committed to maintaining environmentally sound operations by prioritizing the avoidance and minimization of hazardous and toxic chemicals in its processes. This is achieved through careful selection of raw materials, continuous process improvements, and adoption of safer alternatives wherever feasible.

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

The Company has Bhandup Water Treatment Plant operations in proximity to an ecologically sensitive area, Sanjay Gandhi National Park notified as an Eco-Sensitive Zone (ESZ). The relevant location falls within the regulated boundary where environmental safeguards are applicable. The Company has obtained necessary clearances/ permissions from the competent regulatory authority (e.g., State Environmental Impact Assessment Authority / Ministry of Environment, Forest and Climate Change / Forest Department), as applicable. All operations are carried out in compliance with conditions stipulated in the approval, including restrictions on activities, pollution control measures, and environmental monitoring requirements.

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:**

| Name and brief of the project | EIA Notification No. | Date | Whether conducted by independent agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web-link |
|---|---|---|---|---|---|
| EIA norms being crucial are undertaken by client (respective Governmental authorities before projects are allocated to EPC contractors. | | | | | |

**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 (Yes/ No).**

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

| S. No. | Specify the law/ regulation/ guidelines which is not compliant | Provide details of the non-compliance | Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts | Corrective action taken if any |
|---|---|---|---|---|
| WEL is compliant with all applicable environmental laws and regulations. | | | | |

## Leadership Indicators

**1. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in Kilo liters):**

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

i. Name of area - Not applicable

ii. Nature of operations - Not applicable

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

| Parameter | Current Financial Year 2025-26 | Previous Financial Year 2024-25 |
|---|---|---|
| **Water withdrawal by source (in Kilo liters)** | None of the operations of WEL are in areas of water stress. | |
| (i). Surface Water | | |
| (ii). Ground Water | | |
| (iii). Third Party Water | | |
| (iv). Seawater/ Desalinated Water | | |
| (v). Others | | |
| **Total volume of water withdrawal (in KL)** | | |
| **Total volume of water consumption (in KL)** | | |
| **Water intensity per rupee of turnover** (Water consumed/ Turnover) | | |
| **Water discharge by destination and level of treatment (in Kiloliters)** | | |
| **(i). To Surface Water** | None of the operations of WEL are in areas of water stress. | |
| No treatment | | |
| With treatment - please specify level of treatment | | |
| **(ii). To Ground Water** | | |
| No treatment | | |
| With treatment - please specify level of treatment | | |
| **(iii). Sent to Third Party Water** | | |
| No treatment | | |
| With treatment - please specify level of treatment | | |
| **(iv). Into Seawater** | | |
| No treatment | | |
| With treatment - please specify level of treatment | | |
| **(v). Others** | | |
| No treatment | | |
| With treatment - please specify level of treatment | | |
| **Total water discharged. (in Kilo-liters - Kl)** | | |

**Note:** Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.

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

| Parameter | Please specify unit | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|---|
| Total Scope 3 Emissions (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | Metric tonnes of $CO_2$ equivalent | 1,40,914.5 | 2,54,338 |
| Total Scope 3 emissions per rupee of turnover | Metric tonnes of $CO_2$ equivalent / INR | 0.0000055 | 0.000009 |

* The reduction in purchase/spend amount compared to last year is mainly due to project execution timelines. The Bhandup Water Treatment Plant project is yet to commence, while ASRP has been completed and VARP project is nearing completion, resulting in lower procurement requirements and reduced expenditure compared to the previous year.

3. **With respect to the ecologically sensitive areas reported in Qs. 10 of Essential Indicators above, provide details of significant direct G 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:**

| S. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along with summary) | Outcome of the Initiative |
|---|---|---|---|
| 1 | Water saving though Admixture in concrete design mix | We use PCE (Poly Carboxylic Ether) superplasticizers as chemical additives to enhance concrete strength and durability. By improving workability and lowering the water-cement ratio, these additives enhance cement particle packing and flow, creating a denser and more compact concrete matrix. | By using Admixtures, construction water usage was reduced by 8,248.38 KL, leading to reduction of 3215.25 MT of cement in turn reducing 2893.73 $tCO_2e$. |
| 2 | Contribution of Fly Ash as partial replacement to Cement in design mix | We implemented this initiative at SNRP and VARP site for this FY, substituting 18,647 Metric Tons of Fly Ash in our concrete mix, equivalent to 20.75% of the cement used at the site | 18,647 Metric Tons of fly ash reduced 16,782.3 $tCO_2e$. |
| 3 | Contribution of GBBS as partial replacement to Cement in design mix | We implemented this initiative at Dharavi WWTF site for this FY, substituting 2375.195 MT of cement with GGBS in concrete mix. | 2375.195 MT of GGBS used reduced 1900.15 tCO2e |
| 4 | Utilization of Pond Ash in Embankment | By incorporating pond ash into road embankments, WEL reduces the demand for natural resources like soil and aggregates. Utilizing pond ash, a waste product, allows for the repurposing and recycling of materials that would otherwise need to be extracted from the earth. | 10,03,394.29 MT of Pond Ash was used as substitute to soil/ earth, thus avoiding landfilling of Pond Ash and excavating the same amount of soil. |

| S. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along with summary) | Outcome of the Initiative |
|---|---|---|---|
| 5 | Rainwater Harvesting | A total of approximately 395.05 million liters of water has been successfully harvested through Rainwater Harvesting across 387 campuses, marking a ~27% year-on-year increase, and significantly reducing dependence on external water sources. (RWH infrastructure is part of scope of work) | This volume accounts for over 2.8 times of the total water consumption, underscoring its meaningful contribution at a large operational scale. Notably, the rainwater harvested is more than 6.5 times the water required for cement used in road construction projects (59.2 million litres for 1,31,545 MT of cement), demonstrating the enhanced effectiveness of these initiatives. |
| 6 | Renewable Energy | Under the Jal Jeevan Mission, WEL integrated solar power into rural water infrastructure in Uttar Pradesh, reducing reliance on grid electricity and reducing emissions. 83 solar blinkers of 12W capacity and 4 of 6W capacity were installed across Transportation sites. (17,964 kW solar installation in UPJJM is part of scope of work) | The project aims for a total capacity of 28,336 kW across 1,068 schemes, and WEL has already installed 17,964 kW. This initiative generates approximately 8,995,882 kWh of electricity annually. At sites, 19,811.20 kWh of solar units were consumed leading to emission avoidance of 6,441 $tCO_2e$. Solar blinker installation contributed 4,164.19 kWh of renewable energy generation, resulting in emission avoidance of approximately 17.17 $tCO_2e$ during the year. |
| 7 | EV adoption for green mobility at sites | The Company deployed 9 electric vehicles (EV cars) for intra-site mobility and personnel movement across Dharavi, Bhandup, and Panjrapur project sites, along with 2 electric two-wheelers to support site-level mobility. | The use of EVs contributed to emission avoidance of 5.98 $tCO_2e$ during the year, while also improving operational efficiency and reducing local air pollutants at site locations. |
| 8 | Decarbonisation servicing Machines | The Company deployed decarbonisation servicing machines to service construction equipment and light motor vehicles (LMVs). These systems utilise HHO (oxy-hydrogen) gas technology to improve combustion efficiency, resulting in reduced fuel consumption and lower emissions. | This initiative resulted in engine efficiency improvement, diesel consumption reduction and emission avoidance of 144.02 $tCO_2e$, contributing to overall energy conservation. |

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

WEL is working towards developing a business continuity and disaster management plan.

**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?**

WEL has not identified any significant adverse environmental impacts across its value chain during the reporting year. The Company ensures compliance through its Supplier Code of Conduct, promoting environmental responsibility, regulatory adherence, and sustainable practices among all vendors and partners.

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

WEL assesses critical value chain partners representing 2% or more of procurement spend, in line with SEBI BRSR guidance. As part of the Company's ESG-aligned Supply Chain Management framework under Project Saksham, suppliers are evaluated against key Environmental, Social, and Governance.

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

### Essential Indicators

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

   3

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

| S. No. | Name the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/ National) |
|---|---|---|
| 1. | National Highways Builders Federation | National |
| 2. | ASSOCHAM | National |
| 3. | National Council of Construction Federation of India (CFI) | National |

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

| Name of authority | Brief of the Case | Corrective action taken |
|---|---|---|
| | Not applicable | |

### Leadership Indicators

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

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain (Yes/No) | Frequency of Review by Board | Web Link, if available |
|---|---|---|---|---|---|
| | | | Not applicable | | |

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

### Essential Indicators

1. **Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2024-25:**

| Name and brief detail of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/ No) | Results communicated in public domain \|(Yes/ No) | Relevant web-link |
|---|---|---|---|---|---|
| | | | Nil | | |

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

| S. No. | Name of the project for which RGR is ongoing | State | District | No. of project affected families (PAFs) | %of PAFs covered by RGR | Amounts paid to PAFs in the FY (in INR.) |
|---|---|---|---|---|---|---|
| | | | | Nil | | |

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

   Due to the nature of the company's business, WEL does not deal with communities directly and only engages with the government departments which are the clients of the company. All communication with communities and grievance redressal is managed by the clients of the company.

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

| | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| Directly sourced from MSMEs/ Small producers | 68.69% | 48.14% |
| Directly from within India | 100% | 100% |

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 the total wage cost:**

| Location | Current Financial Year 2025- 26 | Previous Financial Year 2024- 25 |
|---|---|---|
| Rural | 14% | 0% |
| Semi-Urban | 4% | 41% |
| Urban | 18% | 5% |
| Metropolitan | 64% | 54% |

## Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|---|---|
| Not applicable | |

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

| S. No. | State | Aspirational District | Amount Spent (in INR.) |
|---|---|---|---|
| 1 | Bihar | Begusarai | 29,69,045 |
| 2 | Uttar Pradesh | Chandauli | 29,74,398 |

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

   No, WEL does not have a preferential procurement policy.

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

   --

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

   --

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2025- 26), based on traditional knowledge :**

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit Shared (Yes/ No) | Basis of calculating benefit share |
|---|---|---|---|---|
| The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year applicable | | | | |

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

| Name of authority | Brief of Case | Corrective action taken |
|---|---|---|
| Not applicable | | |

6. **Details of beneficiaries of CSR Projects:**

| S. No. | CSR Project | No. of persons benefited from CSR Projects | % Beneficiaries from vulnerable G marginalized groups |
|---|---|---|---|
| 1 | WelSwasthya – is a project to improve the preventive & curative health aspects of adolescent girls, women, and community at large. | 2,74,903 | 100% |
| 2 | WelNetrutva – is an initiative to empower women in rural areas by creating sustainable farm and non-farm-based livelihood opportunities. | 2,681 | 100% |
| 3 | WelSuraksha – is an initiative aimed at reducing road accidents and improving response towards accident cases. | 3,93,295 | 100% |
| 4 | WeVolunteer – internal initiative to encourage employees to contribute towards community initiatives. | 241 | 0% |
| 5 | WelShiksha - WelShiksha offers a Youth Learning Centre equipped with an in-house library, enabling rural youth to prepare for government jobs and central/state university exams from the comfort of their villages through self-study. | 14,217 | 100% |
| 6 | WelPrakruti - focuses on environmental sustainability and ecological well-being by promoting green cover, conserving water, restoring biodiversity and spreading awareness on responsible waste management. | 1,998 | 100% |
| 7 | WelDisha- is dedicated to empowering rural women by enhancing their skills, promoting financial literacy and supporting entrepreneurship. | 1,082 | 100% |
| 8 | Welspun Super Sports Women- is an initiative by the Welspun Foundation that empowers women and para-athletes by providing financial assistance, training, equipment, nutrition, physiotherapy, psychological support and education. | 13 | - |

## Principle 9: Business 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.**

   Given the nature of the Company's business, our clients are government and regulatory bodies (such as NHAI, State PWDs, and Jal Jeevan Mission authorities). End-user and community-level concerns at project sites are received and addressed by the appointed subcontractors, who maintain site-level contact points and feedback mechanisms in line with the project's contractual and regulatory requirements. The Company oversees this through its contract management and project monitoring framework, ensuring that grievances raised at site are appropriately tracked and resolved by the subcontractors, and escalated to the client where required.

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

| Parameters | As percentage to total turnover |
|---|---|
| Environmental and social parameters relevant to the product | NA |
| Safe and responsible usage | |
| Recycling and/or safe disposal | |

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

| | Current Financial Year 2025- 26 | | Remarks | Previous Financial Year 2024- 25 | | Remarks |
|---|---|---|---|---|---|---|
| | Received | Pending at end of year | | Received | Pending at end of year | |
| Data Privacy | - | - | - | - | - | - |
| Advertising | - | - | - | - | - | - |
| Cyber-security | - | - | - | - | - | - |
| Delivery of essential services | - | - | - | - | - | - |
| Restrictive Trade Practices | - | - | - | - | - | - |
| Customer Complaints | 2 | 0 | Resolved with settlement agreement | - | - | - |

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

| | Number | Reasons for recall |
|---|---|---|
| Voluntary Recalls | NA | |
| Forced Recalls | | |

**5. Does the entity have a framework/ policy on cyber security and Risks related to data privacy? (Yes/No). If available, provide a web-link of the policy.**

WEL has a cybersecurity policy, however it is not available in the public domain.

**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, since WEL's product portfolio do not fall under the category of essential services.

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

**(a). Number of instances of data breaches:**

0

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

There were no cyber security incidents or breaches or loss of data or documents for the said period i.e. 1st April 2025 to 31st March 2026

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

Not applicable

## Leadership Indicators

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

   The information of the products and services of WEL can be accessed on the company website. (https://www.welspunenterprises.com/index.php)

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

   Not applicable.

3. **Mechanism in place to inform consumers of any Risk of disruption/ discontinuation of essential services.**

   Not applicable, since WEL's product portfolio do not fall under the category of essential services.

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

   Not applicable

   b. **Did your entity carry out any survey about customer 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).**

   Not applicable

# Independent Assurance Statement

To,

**Welspun Enterprises Limited**

Welspun House, 4th Floor,

Kamala Mills Compound, Senapati Bapat Marg,

Lower Parel (W), Mumbai 400013

Independent Assurance Statement to Welspun Enterprises Limited on select non-financial disclosures in the Business Responsibility & Sustainability Report for the financial year 2025-26.

## Introduction and objective of engagement

Welspun Enterprises Limited (the 'Company') has developed its Business Responsibility & Sustainability Report (the 'Report') for its based on the BRSR reporting guidelines prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct, 2018 (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard. The BRSR will be part of the Company's Annual Report 2025-26.

BDO India Services Private Limited ("BDO India") was engaged by the Company to provide independent limited assurance on select non-financial information in the Report that includes the Company's performance for the period 1st April 2025 through 31st March 2026.

## The Company's responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company 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, whether due to fraud or error.

## BDO India's responsibilities

BDO India's responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the 'Scope, boundary & assurance criteria' 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

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement" issued by the International Auditing and Assurance Standards Board (IAASB).

## Scope, boundary & assurance criteria

The reporting scope and boundary cover the Company's stand-alone operations.

We applied the '**Limited' Assurance** criteria for select non-financial BRSR Indicators, pertaining to the Company's disclosure for the period 1st April 2025 through 31st March 2026. The indicators under the scope of assurance are listed in Appendix 1.

## Assurance methodology

Our assurance process entails conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/ omission of relevant information/ data in the Report. Our review process included:

- Evaluation and assessment of the appropriateness of the quantification methods used to arrive at the non-financial sustainability information of the select BRSR indicators in the Report;
- Review of consistency of data/information within the Report as well as between the Report and the source;
- Engagement through discussions with personnel at the corporate level who are accountable for the data and information presented in the Report;

- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls;
- Verification on a sample basis was carried out virtually for the Corporate Office in Mumbai, and the construction sites at SNRP[1] and Dharavi, in addition to interaction with Client's team at various locations and the corporate office as needed.

We used our professional judgement as Assurance Provider for selection of sample of the Company's non-financial information for the purpose of verifications.

**Limitations and exclusions:**

There are inherent limitations in an assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the Report may remain undetected.

**The assurance scope excludes:**

- Data and information outside the defined reporting period (1st April 2025 through 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topic other than those listed in the 'Scope, boundary & assurance criteria';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration/targets, expectation, aim or future intention.

**Our observations**

We have reviewed the disclosures in the "Report" for the reporting period from 1st April 2025 through 31st March 2026. The disclosures of the Company, covered under the 'Scope, boundary & assurance criteria', are fairly reliable.

**Our conclusions**

Based on the scope of our review, we conclude that nothing has come to our attention that causes us not to believe that the disclosures of the Company are presented fairly, in all material respects, in accordance with the relevant reporting guidelines/standards.

**Our assurance team and independence**

BDO India Services Private Limited is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India Services Private Limited

**Indra Guha**
Partner | Sustainability & ESG
Business Advisory Services

Gurugram, Haryana
24 June 2026

1 SNRP - Sattanathapuram Nagapattinam Road Project

## Appendix 1 (to be read as part of 'Scope and boundary of assurance')

The sustainability indicators/disclosures considered during the engagement are presented below:

| Section/Principle | Indicator as defined in Annexure II of Circular by SEBI[2] |
|---|---|
| Section A: General Disclosure | Employees and workers (including differently abled) |
| | Differently abled Employees and workers |
| | Participation/Inclusion/Representation of women |
| | Turnover rate for permanent employees and workers |
| Principle 1: Essential Indicator 8 | No. of days of accounts payable |
| Principle 3: Essential Indicator 1 | Details of measures for the well-being of employees and workers |
| Principle 3: Essential Indicator 5 | Return to work and Retention rates of permanent employees and workers that took parental leave |
| Principle 3: Essential Indicator 8 | Details of training given to employees and workers |
| Principle 3: Essential Indicator 9 | Details of performance and career development reviews of employees and worker |
| Principle 3: Essential Indicator 11 | Details of safety-related incidents for employees and workers |
| Principle 5: Essential Indicator 1 | Employees and workers who have been provided training on human rights issues and policy(ies) of the entity |
| Principle 6: Essential Indicator 1 | Details of total energy consumption (in Joules or multiples) and energy intensity |
| Principle 6: Essential Indicator 3 | Details of the disclosures related to water |
| Principle 6: Essential Indicator 7 | Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity |
| Principle 6: Essential Indicator 9 | Details related to waste management by the entity |
| Principle 8: Essential Indicator 4 | Percentage of input material (input to total inputs by value) sourced from suppliers |

(Footnotes)

[2] SEBI vide Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023