The BSE Ltd.
BSE's Corporate Relationship Department
1st Floor, New Trading Ring,
Rotunda Building, P.J. Towers,
Dalal Street, Fort,
**Mumbai 400 001**

National Stock Exchange of India Limited
"Exchange Plaza"
Bandra-Kurla Complex
Bandra (E)
Mumbai- 400 051

SRF/SEC/AGM-55/2026

06th June, 2026

Dear Sir,

**Sub: Business Responsibility and Sustainability Report- SRF Limited**

In Compliance with Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 please find attached Business Responsibility and Sustainability Report for FY 2025-26 of SRF Limited.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report FY 2025-26 which can also be accessed at the company's website at: www.srf.com

Request to kindly take this intimation on record.

Thanking you,

Yours faithfully,
For **SRF LIMITED**

RAJAT LAKHANPAL
Digitally signed by RAJAT LAKHANPAL
Date: 2026.06.06 13:13:05 +05'30'

**Rajat Lakhanpal**
**Sr. VP (Corporate Compliance) & Company Secretary**

**Encl : A/a**

**SRF LIMITED**
**Block-C Sector-45**
**Gurugram 122 003**
**Haryana India**
**Tel: +91-124—4354400**
**Fax: +91-124—4354500**
**E-mail: info@srf.com**
**Website: www.srf.com**
**Regd. Office:**
**Unit No. 236 & 237, 2nd Floor**
**DLF Galleria, Mayur Plate**
**Noida Link Road**
**Mayur Vihar Phase 1 Extension**
**Delhi 110091**


## SECTION A: GENERAL DISCLOSURES

### I. Details of the entity

| | | |
|---|---|---|
| 1 | **Corporate Identity Number (CIN) of the Listed Entity** | L18101DL1970PLC005197 |
| 2 | **Name of the Listed Entity** | SRF Limited |
| 3 | **Year of incorporation** | 1970 |
| 4 | **Registered office address** | The Galleria, DLF Mayur Vihar, Unit No. 236 & 237, Second Floor, Mayur Place, Noida Link Road, Mayur Vihar Phase I Extn, Delhi - 110 091 |
| 5 | **Corporate address** | Block - C, Sector - 45, Gurugram, Haryana, India - 122 003 |
| 6 | **E-mail** | cs@srf.com |
| 7 | **Telephone** | 91-124-4354400 |
| 8 | **Website** | www.srf.com |
| 9 | **Financial year for which reporting 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. The National Stock Exchange of India Limited |
| **11** | **Paid-up Capital** | ₹ 296.42 Crore |
| **12** | **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** | Rajat Lakhanpal<br>Sr. Vice President (Corporate Compliance) & Company Secretary<br>Email - rlakhanpal@srf.com<br>Contact - 0124-4354589 |
| **13** | **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)** | Disclosures under this report are made on standalone basis for SRF Limited |
| **14** | **Name of assurance provider** | BDO India Services Pvt. Ltd |
| **15** | **Type of assurance** | Reasonable Assurance for BRSR Core parameters<br>Limited Assurance for select other than Core non-financial Essential indicators of the BRSR |

## II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---|---|---|---|
| 1 | Chemicals Business | The Chemicals Business consists of two segments, namely Specialty Chemicals and Fluorochemicals located in Dahej, Gujarat and Bhiwadi, Rajasthan. | 62.21 |
| 2 | Performance Films & Foil Business | The Performance Films & Foil Business (PFB) primarily focuses on polyester films. Its manufacturing operations are located in Indore, Madhya Pradesh (three plants). | 19.73 |
| 3 | Technical Textiles Business | The Technical Textiles Business (TTB) consists of manufacturing of Tyre Cord Fabrics, Belting Fabrics and Industrial Yarn. TTB has manufacturing facilities located in Manali, Gummidipoondi and Viralimalai in Tamil Nadu and Malanpur in Madhya Pradesh. | 15.11 |
| 4 | Laminated Fabric Business | Manufactures PVC laminated polyester fabrics. Located at Kashipur in Uttarakhand. | 1.35 |
| 5 | Coated Fabric Business | Manufactures yarn, weaving, coating, printing and lacquering. Located at Gummidipoondi in Tamil Nadu. | 1.60 |

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

| S. No. | Product/Service | NIC Code | % of total Turnover Contributed |
|---|---|---|---|
| 1 | Specialty Chemicals | 2029 | 29.30 |
| 2 | Fluorochemicals, Refrigerant Gases and allied products | 2011 | 29.37 |
| 3 | Packaging Films | 2220 | 19.97 |
| 4 | Nylon Tyre Cord Fabric / Polyester Tyre Cord Fabric / Belting Fabric | 1399 | 13.04 |
| 5 | Industrial Chemicals | 2011 | 3.04 |
| 6 | Laminated Fabric, Coated Fabric and other ancillary activities | 1399 | 3.00 |
| 7 | Synthetic Filament Yarn including Industrial Yarn/ Twine | 2220 | 2.27 |

## III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---|---|---|---|
| National | 10 | 7 | 17 |
| International | 0 | 0 | 0 |

### 19. Markets served by the entity:

#### a. Number of locations:

| Locations | Value (in numbers) |
|---|---|
| National (No. of States) | 28 States and 8 Union Territories |
| International (No. of Countries) | 84 |

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

The contribution of exports as a percentage of total turnover of the Company on standalone basis is 40.33%.

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

We serve customers spanning multiple industries, including automotive, pharmaceuticals, air conditioning and refrigeration, manufacturing, chemicals, food and agriculture, renewable energy, lifestyle and décor, healthcare, construction and infrastructure, agrochemicals, mining, and FMCG, reflecting our diversified industry presence.

## IV. Employees

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

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

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **EMPLOYEES** | | | | | |
| 1. | Permanent (D) | 3,812 | 3,419 | 90 | 393 | 10 |
| 2. | Other than Permanent (E) | 15 | 10 | 67 | 5 | 33 |
| 3. | Total employees (D + E) | 3,827 | 3,429 | 90 | 398 | 10 |
| | **WORKERS** | | | | | |
| 4. | Permanent (F) | 3,874 | 3,812 | 98 | 62 | 2 |
| 5. | Other than Permanent (G) | 6,367 | 5,743 | 90 | 624 | 10 |
| 6. | Total workers (F + G) | 10,241 | 9,555 | 93 | 686 | 7 |

#### b. Differently abled employees and workers (FY 2025-26):

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **DIFFERENTLY ABLED EMPLOYEES** | | | | | |
| 1. | Permanent (D) | 4 | 3 | 75 | 1 | 25 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D + E) | 4 | 3 | 75 | 1 | 25 |

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **DIFFERENTLY ABLED WORKERS** | | | | | |
| 4. | Permanent (F) | 11 | 11 | 100 | 0 | 0 |
| 5. | Other than Permanent (G) | 0 | 0 | 0 | 0 | 0 |
| 6. | Total workers (F + G) | 11 | 11 | 100 | 0 | 0 |

**21. Participation/Inclusion/Representation of women:**

| Particulars | Total (A) | No. and percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B / A) |
| Board of Directors | 10 | 2 | 20 |
| Key Management Personnel | 8 | 0 | 0 |

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):**

| | FY 2025-26 (%) | | | FY 2024-25 (%) | | | FY 2023-24 (%) | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14 | 17 | 14 | 12 | 16 | 13 | 10 | 16 | 10 |
| Permanent Workers | 7 | 3 | 7 | 7 | 2 | 7 | 7 | 2 | 7 |

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

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

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---|---|---|---|---|
| 1 | KAMA Holdings Limited | Holding | 50.21 | No |
| 2 | SRF Holiday Home Limited | Subsidiary | 100 | No |
| 3 | SRF Global BV | Subsidiary | 100 | No |
| 4 | SRF Industries (Thailand) Limited | Subsidiary | 100 | No |
| 5 | SRF Industex Belting (Pty) Limited | Subsidiary | 100 | No |
| 6 | SRF Flexipak (South Africa) (Pty) Limited | Subsidiary | 100 | No |
| 7 | SRF Europe Kft | Subsidiary | 100 | No |
| 8 | SRF Employees Welfare Trust (Controlled Trust) * | Subsidiary | 100 | No |
| 9 | SRF Altech Limited | Subsidiary | 100 | No |
| 10 | Malanpur Captive Power Ltd. | Associate | 22.60 | No |
| 11 | Vaayu Renewable Energy (Tapti) Private Limited | Associate | 26.32 | No |
| 12 | SRF Middle East LLC | Subsidiary | 100 | No |

* as per the requirements of IND AS

## VI. CSR Details

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

ii. Turnover (in ₹) (FY 2025-26): 12,420.51 Crore

iii. Net worth (in ₹) (FY 2025-26): 12,815.29 Crore

## VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy) | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending Resolution at close of the year | Remarks |
| Communities | Yes | 0 | 0 | None | 0 | 0 | None |
| Investors (other than shareholders) | Yes | 0 | 0 | None | 0 | 0 | None |
| Shareholders | Yes | 536 | 0 | None | 183 | 0 | None |
| Employees and workers | Yes | 4 | 0 | None | 4 | 0 | None |
| Customers | Yes | 478 | 11 | None | 555 | 13 | None |
| Value Chain Partners | Yes | 0 | 0 | None | 0 | 0 | None |
| Other (please specify) | - | - | - | | - | - | - |

**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.

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or Negative implications) |
|---|---|---|---|---|---|
| 1 | Energy Management | Opportunity | Implementing energy efficiency initiatives across our manufacturing sites and offices enables us to reduce the Company's greenhouse gas emissions. | - | Positive |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or Negative implications) |
|---|---|---|---|---|---|
| 2 | GHG emission reduction | Opportunity | Advancing the use of renewable energy and energy-efficient practices, including an increased share of renewables in the electricity mix, supports our efforts to reduce greenhouse gas emissions. | - | Positive |
| 3 | Air emissions | Risk | Exceeding regulatory limits set by the SPCB poses a risk of incurring fines and penalties. | We ensure comprehensive monitoring of our air emission sources at manufacturing locations. Subsequently undertake initiatives to reduce SOx, NOx, and PM emissions. | Negative |
| 4 | Water conservation | Opportunity | Adopting reusing, recycling, and rainwater harvesting practices reduces water withdrawals and lowers dependence on freshwater resources. | - | Positive |
| 5 | Waste Management | Risk | Inadequate waste management practices may adversely impact the environment and may attract fines and penalties. | We adopt a waste management approach focused on the 3R principles—Reduce, Reuse, and Recycle—to drive efficiency and support a circular economy. | Negative |
| 6 | Key material procurement and management | Risk | Failure to adhere to ESG practices and EHS compliance by suppliers could result in disruptions to the supply chain. | We encourage our raw material suppliers to adopt and embed ESG practices within their operations. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate Positive or Negative implications) |
|---|---|---|---|---|---|
| 7 | Employment | Opportunity | We are committed to creating a safe, inclusive workplace and enhancing the well-being of our workforce. | - | Positive |
| 8 | Occupational Health and Safety | Risk | We recognise that the nature of our operations exposes us to occupational health and safety risks. | We remain committed to maintaining robust and effective occupational health and safety management systems to reduce the risk of industrial accidents. | Negative |
| 9 | Community relations and engagement | Opportunity | We view CSR initiatives as an opportunity to drive community empowerment by promoting healthcare, education, skill development, and sustainable livelihoods. | - | Positive |
| 10 | Corporate Governance Practices | Opportunity | We view our corporate governance practices as an opportunity to reinforce ethical standards, promote responsible conduct and stakeholder trust. | - | Positive |
| 11 | Total Quality Management (TQM) | Opportunity | We implement TQM as a strategic opportunity to improve operational efficiency and align with evolving customer aspirations and market trends. | - | Positive |
| 12 | Innovation & Research and Development | Opportunity | We consider innovation and Research & Development a key opportunity to advance our technological capabilities and create long-term value. | - | Positive |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| 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://www.srf.com/investor-relations/corporate-governance/policies | | | | | | | | |
| 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) | No | No | No | No | No | No | No | No | No |
| 4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Our facilities are certified to ISO 14001, ISO 9001, IATF 16949:2016 and ISO 45001 standards. | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Aligned with our identified material topics, we have established the following targets and commitments:<br>• 50% electricity sourced from RE by 2030<br>• Improvement in water credit to debit ratio<br>• Moving towards an Injury Free Workplace<br>• Enhanced women participation across organisation. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Our internal mechanism regularly monitors and tracks our targets and commitments as outlined in (5). The annual performance against these targets is disclosed as part of our ESG reporting. Please refer to the ESG section for further details. | | | | | | | | |
| **Governance, leadership and oversight** | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure). | Our ESG journey represents an ongoing commitment to continuous improvement and excellence. Through focused efforts and multiple initiatives, we remain committed to better our ESG performance. We continue to strengthen our approach through robust governance frameworks. Our sustained focus enables us to create long-term value while enhancing the resilience and sustainability of our business. | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | We are guided by our Board of Directors, comprising of industry experts with diverse and extensive experience, enabling effective decision-making and execution of sustainable, long-term strategies. The Board oversees ESG agenda and ensures that our ESG performance remains aligned with our Aspirations. | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, the Board members periodically monitor the Company's financial, environmental, and social performance, while also addressing key risks and opportunities. In addition, the Company has a Risk Management Committee that reviews enterprise wide risks, including ESG related risks. | | | | | | | | |

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 | Y | Y | Y | Y | Y | Y | Y | Y | Y | A | A | A | A | A | A | A | A | A |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | As and when required | | | | | | | | |

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P 8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | No external assessment was conducted. However, we conduct periodic review of our policies internally. | | | | | | | | |

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Board of Directors | 4 | Familiarisation of business environment and related risks, Changes in regulatory framework, ESG and sustainability practices, Health & Safety, Values of SRF, Risk Management | 100% |
| Key Managerial Personnel | 7 | Familiarisation of business environment and related risks, Changes in regulatory framework, ESG and sustainability practices, Health & Safety, POSH, Values of SRF, Code of Conduct and Risk Management | 100% |
| Employees other than BoD and KMPs | 4,179 | POSH, SRF Values, Code of Conduct, Human Rights, Mental Health & Wellbeing Awareness, Insurance Awareness, EHS, TQM, IT & Digital Skills (Excel, Evolve), Communication Skills, Skill-based & Technical Upgradation, Health & Safety Awareness, and other functional capability-building programs | 94% |
| Workers | 4,577 | EHS, POSH, SRF Values, Code of Conduct, Human Rights, Legal Awareness, TQM, Mental Health & Wellbeing Awareness, Insurance Awareness, IT & Digital Skills, Communication Skills, Skill based and Domain Trainings, Health & Safety, Basic Safety, HIRA, Fire Safety | 79% |

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

| Monetary | | | | | |
|---|---|---|---|---|---|
| | **NGRBC Principle** | **Name of the regulatory/ enforcement agencies/ judicial institutions** | **Amount (In ₹)** | **Brief of the Case** | **Has an appeal been preferred? (Yes/No)** |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Reserve Bank Of India Foreign Exchange Department | ₹ 15,000 | Late Submission Fee for delay in reporting/Submission of APR with AD HDFC Bank Ltd. Penalty imposed for FY 2009 and 2011 each of ₹ 7,500/- i.e. ₹ 15,000/-. | No |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Commissioner of Customs, Chennai-II (Imports) | ₹ 3.04 Crore (approx.) | Imposition of Anti-Dumping Duty (ADD) on Adhesive Activated (AA) High Tenacity Polyester Yarn (HTPY) of 900D imported by the Company. The Authority has demanded a differential duty of ₹ 3.04 Crore (approx.) along with applicable interest. In addition, penalty equivalent to the differential duty and Redemption Fine, all aggregating to ₹ 4.20 Crore has also been imposed on the Company.<br><br>The Company imported Adhesive Activated (AA) High Tenacity Polyester Yarn (HTPY) of 900D with Nil Anti-Dumping Duty as the product falls in the category of "Yarns having denier below 1000". However, the authority rejected the assessment and imposed differential duty along with applicable interest and penalty equivalent to the differential duty in addition to the Redemption Fine, as stated above. | Yes |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Joint Commissioner, CGST Commissionerate, Dehradun | ₹ 15.76 Crore (approx.) | Demand for ITC reversal on (a) exempted supply and (b) non filing of return by supplier. The Authority has demanded reversal of ITC of ₹ 15.76 Crore (approx.) along with applicable interest. In addition, penalty equivalent to the tax has also been imposed on the Company.<br><br>The company undertook slump sale of a business unit which was reported as an exempted supply. Tax authorities had taken a view that reversal of ITC is required in proportion to such exempted supply. Further the authorities had also demanded reversal of ITC for non-compliance by the supplier as stated above. | Yes |

| Monetary | | | | | |
|---|---|---|---|---|---|
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Commissioner of Customs, Chennai-II (Imports) | ₹ 38.49 Crore (approx.) | Imposition of customs duty and penalty aggregating to ₹ 38.49 Crore (approx.) along with applicable interest thereon on account of, inter alia, wrong HSN classification for import of raw materials and process chemicals, thereby denying the benefits of FTA and exemption notification.<br>The department has alleged that the Company has adopted wrong HSN classification and consequently availed undue benefit under applicable FTA and exemption notification. The department has also alleged that the Company has also availed export incentives wrongfully. | Yes |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Additional Commissioner of CGST and Central Excise- Chennai North Commissionerate | ₹ 1.03 Crore (approx.) | The tax authority has issued a demand order for ₹ 1.03 Crore (approx.) along with an equal amount of penalty and applicable interest disallowing certain CENVAT credit claimed by the Company for the period from 2005–2011. | No |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Labour Court Judge, Bharuch | ₹ 10,000 | Labour Court ordered that there was a violation of Para-11(1) of Gujarat Factories Rules-1963, Rule-102, Schedule-19, Part-2 and levied a penalty of ₹ 10,000/-. | No |
| Penalty/ Fine | Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable. | Office Of Deputy Commissioner of State Tax (SGST) Gurugram (East), Government Of Haryana | ₹ 3,600 | Penalty of ₹ 3,600/- along with Interest and Tax levied on the Company for not discharging the tax liability under Reverse Charge Mechanism.<br>The Company availed the services and got a registered mark of choice/ fancy registration number for its vehicle but failed to discharge the tax liability under Reverse Charge Mechanism. | No |
| Settlement | | | | Nil | |
| Compounding fee | | | | Nil | |

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

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|---|---|
| Imposition of Anti-Dumping Duty (ADD) on Adhesive Activated (AA) High Tenacity Polyester Yarn (HTPY) of 900D imported by the Company. The Authority has demanded a differential duty of ₹ 3.04 Crore (approx.) along with applicable interest. In addition, penalty equivalent to the differential duty and Redemption Fine, all aggregating to ₹ 4.20 Crore has also been imposed on the Company.<br><br>The Company imported Adhesive Activated (AA) High Tenacity Polyester Yarn (HTPY) of 900D with Nil Anti-Dumping Duty as the product falls in the category of "Yarns having denier below 1000". However, the authority rejected the assessment and imposed differential duty along with applicable interest and penalty equivalent to the differential duty in addition to the Redemption Fine, as stated above. | CESTAT, Chennai |
| Imposition of customs duty and penalty aggregating to ₹ 38.49 Crore (approx.) along with applicable interest thereon on account of, inter alia, wrong HSN classification for import of raw materials and process chemicals, thereby denying the benefits of FTA and exemption notification.<br><br>The department has alleged that the Company has adopted wrong HSN classification and consequently availed undue benefit under applicable FTA and exemption notification. The department has also alleged that the Company has also availed export incentives wrongfully. | CESTAT, Chennai |
| Demand for ITC reversal on (a) exempted supply and (b) non filing of return by supplier. The Authority has demanded reversal of ITC of ₹ 15.76 Crore (approx.) along with applicable interest. In addition, penalty equivalent to the tax has also been imposed on the Company.<br><br>The company undertook slump sale of a business unit which was reported as an exempted supply. Tax authorities had taken a view that reversal of ITC is required in proportion to such exempted supply. Further the authorities had also demanded reversal of ITC for non-compliance by the supplier as stated above. | Appeal filed at Commissioner-Appeals, Dehradun |

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

We uphold our Code of Conduct and maintain a comprehensive Whistleblower Policy, reflecting our commitment to ethical practices, anti-corruption & anti-bribery, and maintaining the highest standards of integrity. We have a robust vigil mechanism comprising the Code of Conduct for Directors and Senior Management, the Code of Conduct for Employees, the Policy on Prevention of Sexual Harassment, the Whistleblower Policy, and the Code of Conduct for Prevention of Insider Trading. This framework enables directors and employees to report concerns related to unethical behaviour, bribery, corruption, or any violations of the Code of Conduct. Our policies related to anti-corruption and anti-bribery can be accessed at:

Code of Conduct: https://www.srf.com/storage/pdf/Code-of-Conduct.pdf

Whistleblower Policy: https://www.srf.com/storage/pdf/Whistleblower-Policy_2025.pdf

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

| | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | FY 2025-26 | | FY 2024-25 | |
|---|---|---|---|---|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | Nil | 0 | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | Nil | 0 | Nil |

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

No fines/penalties were imposed by regulators/ law enforcement agencies/ judicial institutions, on account of bribery/corruption and conflict of interest.

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

| | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Number of days of accounts payables | 103.88 | 104.07 |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

**9. Open-ness of business.**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.

| Parameter | Metrics | FY 2025-26 | FY 2024-25 |
|---|---|---|---|
| Concentration of Purchases | a. Purchases from trading houses (excluding of services purchases) as % of total purchases | 21.68% | 23.93% |
| | b. Number of trading houses where purchases are made from | 2,402 | 2,243 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 44.46% | 46.96% |
| Concentration of Sales | a. Sales to dealers/ distributors as % of total sales | 29.68% | 24.72% |
| | b. Number of dealers/ distributors to whom sales are made | 676 | 650 |
| | c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors | 28.66% | 30.64% |
| Share of RPTs in | a. Purchases (Purchases with related parties/ Total Purchases) | 0.44% | 0.32% |
| | b. Sales (Sales related parties/ Total Sales) | 3% | 0.02% |
| | c. Loans & advances (Loans & advances given to related parties/ Total loans & advances) | 53.91% | 66.32% |
| | d. Investments (Investments in related parties/ Total Investments made) | 48.82% | 44.31% |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

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

| | FY 2025-26 | FY 2024-25 | Details of improvements in environmental and social impacts |
|---|---|---|---|
| R&D | - | - | - |
| Capex | 2.44% | 0.65% | Our Capex encompasses investments in renewable energy installations, emission reduction initiatives and energy efficiency measures aimed at minimising our environmental footprint. We have also implemented measures to improve the health and safety of our workforce across our facilities. |

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

   We are committed to the sustainable sourcing of raw materials. Our internal systems and processes encourage the procurement of goods from suppliers that follow strong ESG practices. We conduct a structured 'Supplier Quality System' assessment to evaluate suppliers against key parameters, including resource management, environmental & social compliances, certifications, and storage practices. Our approach emphasises close collaboration with suppliers to continuously enhance their capabilities while driving mutually beneficial outcomes. At the same time, we aim to build long-term partnerships across our supply chain by fostering trust, ensuring fairness, and maintaining transparency in all procurement decisions.

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

   77.3 %

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

   We have our proprietary demetallisation process that enables the recycling of non-usable metallised film generated during our production operations. This initiative has reduced our dependence on virgin raw materials in the manufacturing process. Additionally, it supports our commitment to environmental and social responsibility by minimising waste and enhancing resource efficiency. Through this approach, we continue to lower our environmental footprint while driving sustainable innovation in our operations.

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

   Extended Producer Responsibility (EPR) is applicable to our operations. We have aligned our waste collection and management practices with the EPR Plan submitted to the Central Pollution Control Board (CPCB) through the designated EPR portal, in accordance with the Plastic Waste Management Rules, 2016 and subsequent amendments.

   We continue to monitor and strengthen our waste collection and disposal mechanisms in line with evolving regulatory requirements and maintain regular engagement with the Pollution Control Boards to ensure ongoing compliance.

## 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 | % of employees covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| **Permanent employees** | | | | | | | | | | | |
| Male | 3,419 | 3,419 | 100 | 3,419 | 100 | 0 | 0 | 3,419 | 100 | 3,220 | 94 |
| Female | 393 | 393 | 100 | 393 | 100 | 393 | 100 | 0 | 0 | 326 | 83 |
| Total | 3,812 | 3,812 | 100 | 3,812 | 100 | 393 | 10 | 3,419 | 90 | 3,546 | 93 |
| **Other than Permanent employees** | | | | | | | | | | | |
| **Male** | 10 | 10 | 100 | 10 | 100 | 0 | 0 | 10 | 100 | 10 | 100 |
| Female | 5 | 5 | 100 | 5 | 100 | 5 | 100 | 0 | 0 | 5 | 100 |
| Total | 15 | 15 | 100 | 15 | 100 | 5 | 33 | 10 | 67 | 15 | 100 |

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

| Category | % of workers covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| **Permanent workers** | | | | | | | | | | | |
| Male | 3,812 | 3,812 | 100 | 3,810 | 100 | 0 | 0 | 3,812 | 100 | 3,697 | 97 |
| Female | 62 | 62 | 100 | 62 | 100 | 62 | 100 | 0 | 0 | 59 | 95 |
| Total | 3,874 | 3,874 | 100 | 3,872 | 100 | 62 | 2 | 3,812 | 98 | 3,756 | 97 |
| **Other than Permanent workers** | | | | | | | | | | | |
| Male | 5,743 | 5,743 | 100 | 5,743 | 100 | 0 | 0 | 972 | 17 | 5,586 | 97 |
| Female | 624 | 624 | 100 | 624 | 100 | 624 | 100 | 0 | 0 | 620 | 99 |
| Total | 6,367 | 6,367 | 100 | 6,367 | 100 | 624 | 10 | 972 | 15 | 6,206 | 97 |

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)**

| | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.44 | 0.45 |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

| Benefits | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100 | 100 | Y | 100 | 100 | Y |
| Gratuity | 100 | 100 | Not applicable | 100 | 100 | Not applicable |
| ESI | 0.86 | 2.61 | Y | 1 | 1 | Y |
| Others- please specify | - | - | - | - | - | - |

3. **Accessibility of workplaces**

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

We are committed to fostering a workplace where every individual feels valued, respected, and empowered, while ensuring a safe and inclusive environment for all. Our approach is guided by strong principles of equity and dignity, enabling a culture of belonging across the organisation. Our facilities are designed with accessibility in mind, featuring elevators, ramps with appropriate inclines, accessible restrooms, and thoughtfully planned seating arrangements to support ease of movement and comfort for persons with disabilities. We regularly review our infrastructure to ensure it remains aligned with evolving accessibility standards.

Our commitment to inclusivity is further demonstrated through continuous efforts to enhance accessibility for persons with disabilities (PwD). These efforts are supported by ongoing awareness programs and sensitisation initiatives that promote inclusion at all levels of the organisation. We have undertaken comprehensive assessments across all our facilities to identify and remove barriers to mobility and access. These initiatives enable all employees to operate in an environment where they can contribute effectively and realise their full potential, fostering a more diverse and resilient workforce.

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

We recognise the importance of fostering a diverse and inclusive workforce within the Company. We remain firmly committed to upholding human rights and ensuring equal opportunities for all. Our Equal Opportunity Policy reflects this commitment by promoting fair employment practices and providing equal access to growth and development opportunities for both existing employees and prospective candidates.

We follow a strictly non-discriminatory approach across all stages of employment, including recruitment and performance evaluation. We do not discriminate on the basis of religion, caste, language, region, gender (including male, female, or transgender), age, sexual orientation, or physical ability.

We continue to strengthen an inclusive culture that promotes respect, dignity, and a sense of belonging for every individual. We also undertake ongoing awareness and sensitisation initiatives to ensure that diversity is valued, and every employee is empowered to realise their full potential. For more details, you can refer here https://www.srf.com/storage/pdf/3ad250d5-009f-4143-9889-2925c0c71dd7.pdf for our Equal Opportunity Policy

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

| | Permanent employees | | Permanent workers | |
|---|---|---|---|---|
| **Gender** | **Return to work rate** | **Retention rate** | **Return to work rate** | **Retention rate** |
| Male | 100% | 89% | 100% | 91% |
| Female | 100% | 89% | 100% | 100% |
| **Total** | **100%** | **89%** | **100%** | **91%** |

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

| | Yes/No (If Yes, then give details of the mechanism in brief) | Details |
|---|---|---|
| Permanent Workers | Yes | Yes, we have well-established and effective grievance redressal mechanisms available to all employees and workers. Our People Redbook system serves as a platform for employees and workers to raise their grievances. In addition, employees and workers have the option to submit complaints and suggestions anonymously through designated boxes at offices and plants. Our grievance redressal procedures ensure a fair, transparent, and confidential resolution process. |
| Other than Permanent Workers | Yes | |
| Permanent Employees | Yes | |
| Other than Permanent Employees | Yes | |

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

| | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | 3,812 | 70 | 2 | 3,838 | 74 | 2 |
| Male | 3,419 | 68 | 2 | 3,455 | 72 | 2 |
| Female | 393 | 2 | 1 | 383 | 2 | 1 |
| Total Permanent Workers | 3,874 | 1,299 | 34 | 3,787 | 1,256 | 33 |
| Male | 3,812 | 1,248 | 33 | 3,730 | 1,209 | 32 |
| Female | 62 | 51 | 82 | 57 | 47 | 82 |

## 8. Details of training given to employees and workers:

| Category | FY 2025-26 | | | | | FY 2024-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| **Employees** | | | | | | | | | | |
| Male | 3,429 | 2,742 | 80 | 2,966 | 86 | 3,467 | 2,382 | 69 | 2,423 | 70 |
| Female | 398 | 226 | 57 | 296 | 74 | 386 | 175 | 45 | 350 | 91 |
| Total | 3,827 | 2,968 | 78 | 3,262 | 85 | 3,853 | 2,557 | 66 | 2,773 | 72 |
| **Workers** | | | | | | | | | | |
| Male | 9,555 | 7,826 | 82 | 4,528 | 47 | 10,389 | 7941 | 76 | 4,768 | 46 |
| Female | 686 | 570 | 83 | 347 | 51 | 569 | 447 | 79 | 153 | 27 |
| Total | 10,241 | 8,396 | 82 | 4,875 | 48 | 10,958 | 8,388 | 77 | 4,921 | 45 |

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

| Category | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| **Employees** | | | | | | |
| Male | 3,429 | 3,429 | 100 | 3,467 | 3,467 | 100 |
| Female | 398 | 398 | 100 | 386 | 386 | 100 |
| Total | 3,827 | 3,827 | 100 | 3,853 | 3,853 | 100 |
| **Workers** | | | | | | |
| Male | 3,812 | 3,812 | 100 | 3,730 | 3,730 | 100 |
| Female | 62 | 62 | 100 | 57 | 57 | 100 |
| Total | 3,874 | 3,874 | 100 | 3,787 | 3,787 | 100 |

## 10. Health and safety management system:

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

We recognise that health and safety is an integral part of our operations. Our Health & Safety Policy is designed to ensure a healthy and safe work environment for every employee and worker. In line with this policy, we have implemented robust and comprehensive safety management systems based on ISO 45001 guidelines across all our plants. Salient features of our health and safety management systems are:

- Conducting routine safety assessments by designated in-house safety officers to identify workplace hazards.
- Implementing corrective and preventive actions based on monitoring results and audit findings.
- Regular reviews of the health and safety management system are conducted by the Health & Safety Committee to ensure its continued suitability, adequacy, and effectiveness.
- Conducting awareness programmes and training sessions covering safe operating procedures, chemical handling, and ergonomic practices.

- Ensuring emergency preparedness and response procedures, including mock drills, to effectively manage potential workplace incidents.
- Encouraging employee participation through safety reporting mechanisms and continuous feedback to strengthen a proactive safety culture.

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

We have adopted a proactive and systematic approach to managing workplace safety across our operations. This includes Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability (HAZOP) studies at our facilities to identify potential operational risks. Based on the outcomes of these assessments, our safety teams continuously update operational control procedures and management plans to effectively mitigate identified risks. In addition, periodic audits and inspections are undertaken to detect potential hazards, address safety concerns, and minimise the likelihood of workplace incidents across our facilities. We leverage data-driven insights to strengthen risk monitoring and enhance preventive measures. Our continuous improvement approach ensures that safety practices evolve in line with industry standards and emerging risks.

For routine activities, our processes include structured hazard identification through the review of incident reports, near misses, employee feedback mechanisms, and worker consultations. This is followed by a comprehensive risk assessment framework that evaluates likelihood and severity, supported by appropriate documentation and periodic review. For non-routine activities, such as maintenance work or new project implementation, we undertake specific and detailed risk assessments prior to the commencement of work. This ensures that adequate safeguards and control measures are established in advance. We further ensure that all relevant personnel are briefed and trained on identified risks and mitigation plans before undertaking such tasks. Continuous monitoring during execution helps us maintain a safe working environment and promptly address any emerging risks.

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

We have a structured and well-defined approach for identifying and reporting work-related hazards across our operations. Our workforce is regularly trained to recognise potential risks, unsafe acts, and unsafe conditions within their work environment. These initiatives enable the workforce to remain vigilant and contribute actively to maintaining workplace safety standards. We also integrate safety awareness into day-to-day operations to ensure that hazard identification and its reporting become an integral part of our organisational culture. Continuous capability building further strengthens our teams' ability to respond effectively to evolving safety challenges.

We actively encourage employees and workers to report potential hazards, unsafe acts, and unsafe conditions without any fear of retaliation, either through our internal reporting portal or directly to the facility-based EHS SPOC. Such reporting mechanisms support the timely identification of risks and enable swift corrective measures. Reported incidents are systematically analysed to capture learnings and strengthen preventive controls, reducing the likelihood of recurrence. Additionally, workers are empowered to halt work and remove themselves from situations involving unsafe acts and unsafe conditions without fear of reprisal. Such actions are fully supported by management and form a critical part in removing work related hazards. This open and transparent approach supports the concept of a safe and accountable work environment for all. Our commitment to the hazard reporting culture reinforces trust and ensures continuous improvements in workplace safety practices.

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

We have Occupational Health Centres at all our facilities. The Occupational Health Centres (OHCs) are managed by qualified doctors and trained paramedical staff. In addition to treating occupational injuries, the OHCs also provide non-occupational medical care and healthcare advice on need basis.

**11. Details of safety related incidents**

| Safety Incident/Number | Category* | FY 2025-26 | FY 2024-25 |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.15 | 0.48 |
| | Workers | 0.08 | 0.09 |
| Total recordable work-related injuries | Employees | 0 | 3 |
| | Workers | 11 | 2 |
| Number of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 2 |
| | Workers | 0 | 0 |

*Including in the contract workforce

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

At SRF, we are firmly committed to providing a workplace that is free from injuries and incidents. Our objective is to achieve zero harm across all our plants and manufacturing units, including the elimination of injuries, fatalities, and accidents. To support this commitment, we have implemented robust safety procedures, well-defined emergency response frameworks, and comprehensive health and safety protocols across all our operations.

We have also a dedicated EHS Committees at each plant, which play a critical role in promoting and strengthening a culture of safety throughout the organisation. These committees actively drive safety initiatives, monitor compliance, and encourage employee participation to ensure that safety remains a core organisational priority

Some of the measures taken by the entity to ensure a safe and healthy workplace include:

- Regular fire and emergency evacuation drills are conducted.
- Workspaces and equipment are designed in accordance with ergonomic standards
- Plan to prevent violence in the workplace is in effect.
- A strong reporting system is in place for incidents, near misses, and unsafe conditions, promoting open communication without fear of retaliation.
- Proper use of Personal Protective Equipment (PPE)—including masks, gloves, gowns, and face shields—is strictly enforced for all personnel.

- Safety specialists regularly inspect the facilities to identify and mitigate potential hazards.
- Well-being initiatives promoting both physical and mental health are offered to staff.
- Staff are given scheduled breaks to prevent exhaustion.
- Periodic health check-ups and medical surveillance programmes are conducted to monitor employee health and detect potential risks early.
- Access to first-aid facilities and trained emergency responders is ensured at all operational locations.
- Continuous improvement initiatives, including safety performance monitoring and benchmarking against industry best practices, are undertaken to enhance workplace safety standards.

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

| | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | None | 0 | 0 | None |
| Health & Safety | 0 | 0 | None | 0 | 0 | None |

**14. Assessments for the year:**

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

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

Not Applicable

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

**1. Describe the processes for identifying key stakeholder groups of the entity.**

We actively collaborate with both internal and external stakeholders to understand their perspectives, collect feedback, and address the issues that are most important to them. Our objective is to build strong, meaningful relationships and sustain ongoing engagement based on shared priorities and mutual interests. Through our Stakeholder Engagement and Materiality Assessment (SEMA) conducted earlier, we identified our key stakeholder groups as employees, suppliers, customers, shareholders and investors, communities, regulatory bodies, and bankers. We remain committed to continuously enhancing our engagement approach to ensure transparency, trust, and long-term value creation for all stakeholders.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify) | Purpose and scope of engagement including key topics and concerns raised during such Engagement |
|---|---|---|---|---|
| Regulatory Bodies | No | • Adherence to reporting requirements<br>• Industry representation on key matters | As per requirement | • Regulatory compliance<br>• Operational efficiency<br>• Development of communities<br>• Management of environmental impact<br>• Occupational Health and Safety<br>• Emergency Preparedness<br>• Air and GHG emissions<br>• Biodiversity and resource conservation<br>• Waste management |
| Shareholders | No | • Annual General Meeting<br>• Disclosure tools such as Annual Report, BRSR and website disclosure,<br>• Quarterly publication of results, press release followed by earning call<br>• Periodic Analysts' briefing and individual discussions between fund managers and the management team | As per requirement | • Financial Performance<br>• Business Risk Management<br>• Foray into new markets<br>• Optimising operational costs<br>• Corporate governance<br>• Ethics and value<br>• Energy efficiency<br>• Renewable energy<br>• Investors Priorities and Concerns. |
| Suppliers | No | • Supplier evaluation programme<br>• Periodic meetings<br>• Visits to supplier's facilities | As per requirement | • Pricing, quality and safety of raw materials<br>• Issues related with human rights<br>• Local employment<br>• Materials |
| Customers | No | • Customer visits / audit and meetings<br>• Customer recognition/ awards programmes<br>• Customer satisfaction surveys<br>• Joint development & product reengineering<br>• Marketing campaigns<br>• Website | As per requirement | • Product innovation and lifecycle efficiency<br>• Service quality<br>• Resolution of Customer Complaints<br>• Quality and Safety of Products<br>• Pricing of Products<br>• Branding |

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify) | Purpose and scope of engagement including key topics and concerns raised during such Engagement |
|---|---|---|---|---|
| Employees | No | • Structured and focussed training programmes<br>• Employee oriented work policies<br>• Adequate grievance mechanism for reporting and redressal<br>• Fair and transparent performance management systems<br>• Periodic open house meetings with senior leadership teams<br>• Regular employee engagement and feedback surveys | As per requirement | • Career growth prospects<br>• Learning and development programs<br>• Trainings<br>• Rewards and Recognition<br>• Occupational Health and Safety<br>• Work environment and policies<br>• Grievance redressal mechanism<br>• Ethics and transparency<br>• TQM<br>• Emergency preparedness<br>• Labour conditions<br>• Diversity, inclusion and equal opportunities |
| Local communities | No | • Social impact assessment<br>• Joint development and partnership with local agencies, network partners for servicing wider set of local communities<br>• Local Infrastructure development, structured learning by digital classrooms training, providing scholarships, and other necessary support | As per requirement | • Social concerns in the region<br>• Minimising negative environmental impact<br>• Local employment<br>• Skilling and upskilling of beneficiaries<br>• Community welfare through initiatives for education and health, hygiene and sanitation |
| Bankers | No | • In-person banking channel<br>• Digital interface<br>• Email<br>• Annual Report Disclosures<br>• Consortium Meetings<br>• In person meetings | As per requirement | • Transactional banking deposits, withdrawals, transfers<br>• Loans and credit lines<br>• Investments and related advisory services<br>• Forex management<br>• New banking products |

## 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.**

| Category | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees/ workers covered (D) | % (D / C) |
| **Employees** | | | | | | |
| Permanent | 3,812 | 2,591 | 68 | 3,838 | 2,315 | 60 |
| Other than permanent | 15 | 15 | 100 | 15 | 9 | 60 |
| Total Employees | 3,827 | 2,606 | 68 | 3,853 | 2,324 | 60 |
| **Workers** | | | | | | |
| Permanent | 3,874 | 1,920 | 50 | 3,787 | 2,181 | 58 |
| Other than permanent | 6,367 | 3,890 | 61 | 7,171 | 2,993 | 42 |
| Total Workers | 10,241 | 5,810 | 57 | 10,958 | 5,174 | 47 |

**2. Details of minimum wages paid to employees and workers**

| Category | FY 2025-26 | | | | | FY 2024-25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| **Employees** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 3,419 | 0 | 0 | 3,419 | 100 | 3,455 | 0 | 0 | 3,455 | 100 |
| Female | 393 | 0 | 0 | 393 | 100 | 383 | 0 | 0 | 383 | 100 |
| **Other than Permanent** | | | | | | | | | | |
| Male | 10 | 0 | 0 | 10 | 100 | 12 | 0 | 0 | 12 | 100 |
| Female | 5 | 0 | 0 | 5 | 100 | 3 | 0 | 0 | 3 | 100 |
| **Workers** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 3,812 | 0 | 0 | 3,812 | 100 | 3,730 | 0 | 0 | 3,730 | 100 |
| Female | 62 | 0 | 0 | 62 | 100 | 57 | 0 | 0 | 57 | 100 |
| **Other than Permanent** | | | | | | | | | | |
| Male | 5,743 | 461 | 8 | 5,282 | 92 | 6,659 | 511 | 8 | 6,148 | 92 |
| Female | 624 | 226 | 36 | 398 | 64 | 512 | 230 | 45 | 282 | 55 |

## 3. Details of remuneration/salary/wages

### a. Median remuneration/wages:

| | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ salary / wages of respective category (in ₹) | Number | Median remuneration/ salary/ wages of respective category (in ₹) |
| Board of Directors (BoD) | 8 | 26,00,000 | 2 | 24,50,000 |
| Key Managerial Personnel | 8 | 9,73,50,000 | - | - |
| Employees other than BoD and KMP | 3,421 | 9,54,708 | 398 | 6,91,504 |
| Workers | 3,812 | 5,33,754 | 62 | 3,64,744 |

### b. Gross wages paid to females as % of total wages paid by the entity.

| | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Gross wages paid to females as % of total wages | 6.58% | 5.73% |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

## 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)

We recognise, respect, and uphold human rights by fostering a safe, secure, and healthy work environment for our workforce. To strengthen this commitment, we have a Value Steering Committee, comprising senior leadership and chaired by our Joint Managing Director. The Committee is entrusted with addressing any human rights concerns raised by employees and workers, ensuring that their voices are heard and their rights are safeguarded. We remain dedicated to continuously reinforcing our human rights practices and promoting a culture of dignity, fairness, and respect across the organisation.

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

We have a robust mechanism to address grievances related to human rights concerns. Employees and workers are encouraged to report any such issues directly to the Value Steering Committee or its members. Based on the nature of the complaint, the Committee assigns appropriate resources to gather, validate, and analyse relevant information as part of a thorough investigation.

Following the assessment, the Committee communicates its decision and recommendations in writing to the employee who filed the grievance within a defined timeframe. Upon acceptance, the recommendations are implemented by the respective departments. Throughout the grievance redressal process, the Committee ensures adherence to the principles of fairness, confidentiality, timeliness, and due process, thereby reinforcing trust and accountability within the organisation.

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

| | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 4 | 0 | None | 4 | 0 | None |
| Discrimination at workplace | 0 | 0 | None | 0 | 0 | None |
| Child Labour | 0 | 0 | None | 0 | 0 | None |
| Forced Labour/ Involuntary Labour | 0 | 0 | None | 0 | 0 | None |
| Wages | 0 | 0 | None | 0 | 0 | None |
| Other human rights related issues | 0 | 0 | None | 0 | 0 | None |

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

| | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 4 | 4 |
| Complaints on POSH as a % of female employees/ workers | 0.39% | 0.48% |
| Complaints on POSH upheld | 4 | 4 |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

We have a robust framework to protect individuals who raise complaints related to discrimination or harassment. This framework includes safeguards to prevent any form of adverse action against complainants, such as discrimination, victimisation, retaliation, demotion, or unfair employment practices.

All complaints are treated with utmost seriousness, addressed through appropriate processes, and resolved in a manner that ensures the complainant faces no negative repercussions. We remain committed to reinforcing a culture of trust and accountability, enabling employees to report concerns confidently and without fear.

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

We value and uphold the importance of human rights and remain firmly committed to their protection. We encourage our suppliers to comply with all applicable laws and adhere to established Environment, Health, and Safety standards. Our approach is focused on building long-term relationships with suppliers who demonstrate strong responsibility and sound practices in Environment, Health, and Safety.

**10. Assessments for the year:**

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

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

Not applicable

## 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:**

| Parameter | FY 2025-26 | FY 2024-25 |
|---|---|---|
| **From renewable sources** | | |
| Total electricity consumption (A) (TJ) | 1,250 | 888 |
| Total fuel consumption (B) (TJ) | 667 | 779 |
| Energy consumption through other sources (C) (TJ) | - | - |
| **Total energy consumed from renewable sources (A+B+C)** | 1,917 | 1,667 |
| **From non-renewable sources** | | |
| Total electricity consumption (D) (TJ) | 1,718 | 1,947 |
| Total fuel consumption (E) (TJ) | 9,905 | 9,438 |
| Energy consumption through other sources (F) (TJ) | - | - |
| **Total energy consumed from non-renewable sources (D+E+F)** | 11,623 | 11,385 |
| **Total energy consumed (A+B+C+D+E+F)** | 13,540 | 13,052 |
| Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (TJ/₹ Cr) | 1.09 | 1.12 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (TJ/ USD million) | 2.22 | 2.31 |
| Energy intensity in terms of physical output (TJ/MT) | 0.031 | 0.029 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

Not applicable

### 3. Provide details of the following disclosures related to water

| Parameter | FY 2025-26 | FY 2024-25 |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | - | - |
| (ii) Groundwater | 9,03,009 | 10,39,863 |
| (iii) Third party water | 24,23,600 | 22,78,683 |
| (iv) Seawater / desalinated water | 21,90,000 | 21,90,000 |
| (v) Others (Rainwater harvesting) | 20,436 | 28,832 |
| **Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)** | 55,37,045 | 55,37,378 |
| **Total volume of water consumption (in kilolitres)** | 51,01,149 | 50,55,698 |
| Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (KL/₹ Lakhs) | 4.11 | 4.32 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/USD millions) | 835.37 | 892.90 |
| Water intensity in terms of physical output (KL/MT) | 11.66 | 11.08 |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

### 4. Provided the following details related to water discharged:

| Parameter | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (ii) To Groundwater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iii) To Seawater | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | 4,36,288 Tertiary Treatment | 4,85,378 Tertiary Treatment |
| (iv) Sent to third parties | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| **Total water discharged (in kilolitres)** | **4,36,288** | **4,85,378** |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

Water conservation remains a key priority for us, and we are committed to the responsible and efficient management of water across all our operations, ensuring sustainable use for the future. We strive to optimise water usage by adopting water-efficient technologies, carrying out periodic internal audits of our water infrastructure, and promoting the recycling and reuse of treated wastewater.

Our Chemicals Business facility in Bhiwadi; Technical Textiles facilities in Manali, Viralimalai, Gummidipoondi, and Gwalior; along with our Performance Films & Foil Business and Other Business facilities, operate as Zero Liquid Discharge (ZLD) units. In our Chemicals Business facility in Dahej, we have a wastewater treatment plant that ensures that both the quality and volume of discharged water consistently comply with the standards prescribed by the State Pollution Control Board.

**6. Please provide details of air emissions (other than GHG emissions) by the entity**

| Parameter | Please specify unit | FY 2025-26 | FY 2024-25 |
|---|---|---|---|
| NOx | MT/Annum | 688.28 | 653.80 |
| SOx | MT/ Annum | 677.77 | 883.34 |
| Particulate Matter (PM) | MT/ Annum | 220.42 | 220.27 |
| Persistent organic pollutants (POP) | - | Not measured | Not measured |
| Volatile organic compounds (VOC) | - | Not measured | Not measured |
| Hazardous air pollutants (HAP) | - | Not measured | Not measured |
| Others- please specify | | | |

Note: Limited assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

| Parameter | Unit | FY 2025-26 | FY 2024-25 |
|---|---|---|---|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 9,94,348 | 9,88,667 |
| Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 3,38,811 | 3,93,064 |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | tCO2e/ ₹ Lakhs | 1.07 | 1.18 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP) | tCO2e/USD million | 218.32 | 244.03 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | tCO2e/MT | 3.05 | 3.03 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | - | - | - |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator.

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

We are committed to reducing our greenhouse gas emissions and contributing positively to environmental sustainability. During the year, the share of renewable electricity in our total electricity consumption increased to ~42%, reflecting our continued focus on clean energy adoption. We continue to utilise biomass in our boiler operations as a lower-emission alternative to conventional fuels. As part of our transition to cleaner fuels, we are converting diesel generators to PNG at our Chemicals Business – Bhiwadi facility, marking a key step towards lowering emissions. Additionally, we implemented several energy-efficiency initiatives aimed at optimising equipment performance, replacing energy-intensive assets, and increasing automation to reduce overall energy consumption.

Refer Natural Capital of the ESG Section and Annexure VI to the Board's Report for details

9. **Provide details related to waste management by the entity**

| Parameter | FY 2025-26 | FY 2024-25 |
|---|---|---|
| **Total Waste generated (in metric tonnes)** | | |
| Plastic waste (A) | 3,546 | 4,315 |
| E-waste (B) | 4 | 7 |
| Bio-medical waste (C) | 0.0335 | 0.0152 |
| Construction and demolition waste (D) | 57 | 123 |
| Battery waste (E) | 155 | 2 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste (G) (Primarily consists of Spent solvent and process residue generated in Co-processing/Pre-processing) | 7,53,826 | 6,00,859 |
| Other Non-hazardous waste generated (H) (Primarily consists of fly ash and other miscellaneous scrap items) | 67,627 | 74,880 |
| **Total (A+B + C + D + E + F + G + H)** | **8,25,215** | **6,80,186** |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹ Lakh) | 0.66 | 0.58 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ USD million) | 135.14 | 120.13 |
| Waste intensity in terms of physical output (Total waste generated/Total production (in MT)) | 1.89 | 1.49 |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| **For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)** | | |
| Category of waste | | |
| (i) Recycled | 4,20,386 | 3,31,257 |
| (ii) Re-used | 1,17,207 | 1,18,373 |
| (iii) Other recovery operations | 2,41,724 | 1,72,519 |
| **Total** | **7,79,317** | **6,22,150** |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 164 | 121 |
| (ii) Landfilling | 50,938 | 48,366 |
| (iii) Other disposal operations | 0 | 242 |
| **Total** | **51,102** | **48,729** |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

**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.**

Environmental and social responsibility are integral to "Our Aspirations 2030". In line with our commitment, we focus on strengthening our waste management practices through waste minimisation, enhanced reuse, and increased recycling, along with responsible disposal across our operations. We prioritise reducing waste at the source and embedding circularity in our processes, working towards a closed-loop approach that optimises resource use and minimises environmental impact

We have strengthened our 3R (Reduce, Reuse, Recycle) capabilities through targeted investments in infrastructure and processes, including:

- We emphasise the efficient use of virgin raw materials while increasing the share of recycled inputs in our overall raw material consumption.
- The total recycled input material utilised in PFB was approximately 2,402 MT, including PET chips and PP chips.
- We were able to recycle ~68% of paper tube and ~90% of shell roll as part of our recycling initiatives in our Technical Textiles Business.

**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**

| S. No. | Location of operations/ offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---|---|---|---|
| None | | | |

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public Domain (Yes / No) | Relevant Web link |
|---|---|---|---|---|---|
| None | | | | | |

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

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|---|---|---|---|
| None | | | | |

**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.**

15

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

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|---|---|---|
| 1 | Confederation of Indian Industry | National |
| 2 | Refrigerant Gases Manufacturers Association | National |
| 3 | Indian Chemical Council | National |
| 4 | CHEMEXCIL | National |
| 5 | Association of Chloromethanes Manufacturers | National |
| 6 | National Safety Council | National |
| 7 | Manmade and Technical Textiles Export Promotion Council (MATEXIL) | National |
| 8 | Polyester Film Industry Association | National |
| 9 | Polyester Textile Apparel Industry Association (PTAIA) | National |
| 10 | Electronic Industries Association of India | National |
| 11 | Indian Technical Textile Association (ITTA) | National |
| 12 | Association of Synthetic Fibre Industry | National |
| 13 | Indian Society for Quality | National |
| 14 | Quality Circle Forum of India | National |
| 15 | Federation of Indian Chambers of Commerce & Industry (FICCI) | National |

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

| Name of authority | Brief of the case | Corrective action taken |
|---|---|---|
| | None | |

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|---|---|---|---|---|
| None | | | | | |

**2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|---|---|---|---|---|---|---|
| None | | | | | | |

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

We are committed to maintaining an accessible and effective grievance redressal mechanism for the communities in which we operate. Our structured approach enables us to systematically receive, assess, and address concerns raised by community members in a timely and transparent manner. We actively engage with local communities through multiple channels, including site visits, surveys, meetings, and written communication, to better understand their concerns. Additionally, our website has a dedicated "Contact Us" platform, ensuring convenient access and multiple avenues for stakeholders, including communities to raise grievances, which are addressed through our established processes. We remain focused on strengthening community trust by ensuring responsiveness, transparency, and continuous improvement in our grievance handling systems.

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

| | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Directly sourced from MSMEs/ small producers | 25.56% | 18.41% |
| Sourced directly from within India | 72.36% | 71.19% |

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

| Location | FY 2025-26 | FY 2024-25 |
|---|---|---|
| Rural | - | - |
| Semi-urban | 48% | 50% |
| Urban | 15% | 15% |
| Metropolitan | 37% | 35% |

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

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

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

## Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

   At SRF, Customer Advocacy is at the heart of our growth strategy and is an integral part of our Aspirations 2030. We nurture strong relationships with our customers to remain their preferred partner of choice. Our goal is to inspire customers to expand our presence within their organisations, recommend us in relevant circles, and share positive experiences – making advocacy a natural outcome of trust and excellence.

   We have a structured complaint resolution system, accessible through the "Contact Us" section of our website, to ensure timely and effective redressal of customer concerns. Any feedback received from customers is systematically reviewed and addressed, enabling us to continuously enhance our products and services in line with their expectations. Additionally, our marketing and customer relationship management teams actively engage with customers through regular interactions, including discussions, surveys, and meetings, to better understand their expectations and experiences. These insights enable us to continuously refine and enhance our products and services, while reinforcing our commitment to customer-centricity and driving sustained improvement across our offerings.

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

| | As a percentage to total turnover |
|---|---|
| Environmental and social parameters relevant to the product | 100% |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | Not Applicable |

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

| | FY 2025-26 | | | FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | None | 0 | 0 | None |
| Advertising | 0 | 0 | None | 0 | 0 | None |
| Cyber-security | 0 | 0 | None | 0 | 0 | None |
| Delivery of essential services | 0 | 0 | None | 0 | 0 | None |
| Restrictive Trade practices | 0 | 0 | None | 0 | 0 | None |
| Unfair Trade Practices | 0 | 0 | None | 0 | 0 | None |
| Others | 478 | 11 | None | 555 | 13 | None |

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

| | Number | Reasons for recall |
|---|---|---|
| Voluntary recalls | 0 | Not Applicable |
| Forced recalls | 0 | Not Applicable |

**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.**

Safeguarding the security and confidentiality of the Company's information and data is integral to maintaining seamless operations and sustaining stakeholder trust. At SRF, we have implemented a comprehensive Cybersecurity Policy supported by a robust implementation framework to ensure the protection of our information assets.

Our approach includes continuous monitoring, risk assessment, and adoption of advanced security measures to safeguard critical systems and data from evolving cyber threats. We also conduct regular awareness programmes and training to strengthen employee understanding of cybersecurity practices, reinforcing a culture of vigilance and resilience across the organisation.

The policy is available here: https://www.srf.com/storage/files/policies/Cyber-Security-Policy.pdf

Some of the key measures adopted to mitigate cybersecurity risks include:

- Strengthening network perimeters through dual firewalls, internet and email content filtering, and secure VPN access.
- Enhancing data center security and implementing robust identity and access management measures, including multi-factor authentication.
- Monitoring and controlling privileged IT user access through PIM/PAM systems.
- Providing regular cybersecurity awareness training to employees.
- Managing mobile devices to mitigate data leak risks for specific users.
- Protecting intellectual property by classifying and encrypting data using IRM solutions to prevent unauthorised data movement.
- Maintaining and upgrading IT infrastructure, including servers, networks, and IT-OT systems, with appropriate segregation and micro-segmentation.
- Deploying additional security hardware and software to strengthen overall data protection.
- Operating a 24/7 Security Operations Centre (SOC) for continuous security event monitoring and management.
- Using advanced anti-malware solutions along with Endpoint Detection and Response (EDR) across all endpoints and servers.
- Performing routine automated vulnerability assessments and applying timely security patches.
- Maintaining segregated backups to enable reliable data recovery in the event of a security incident.
- Implementing phishing simulation exercises and periodic security audits to assess system resilience and employee preparedness.
- Establishing incident response and escalation protocols to ensure timely containment and mitigation of cybersecurity incidents.
- Aligning cybersecurity practices with globally recognised standards and frameworks to strengthen governance and risk management.

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

Not applicable

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

**a. Number of instances of data breaches along-with impact -** None

**b. Percentage of data breaches involving personally identifiable information of customers -** None

**c. Impact, if any, of the data breaches -** None

Note: Reasonable assurance has been carried out by BDO India Services Pvt. Ltd on above indicator

SRF
We always find a better way

# Independent Assurance Statement

SRF Limited,
The Galleria, DLF Mayur Vihar, Unit No. 236 & 237, Second Floor, Mayur Place, Noida Link Road, Mayur Vihar Phase-1 Extn, Delhi 110 091

**Independent Assurance Statement on Business Responsibility and Sustainability Report (BRSR) disclosures for the financial year 2025-26.**

## Introduction and objective of engagement

SRF Limited (the 'Company') has developed its Business Responsibility and Sustainability Report ('BRSR') including the BRSR Core Indicators1, 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.

BDO India Services Private Limited (BDO) was engaged by the Company to provide independent assurance on select non-financial sustainability disclosures in the BRSR (the 'Report') for the period 1st April 2025 to 31st March 2026.

## The Company's responsibilities

The content of the Report and its presentation are the sole responsibilities of the Management of the Company. The Company's Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

## BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the BRSR Indicators (Core & Non-Core) as described in the 'Scope, boundary and assurance criteria' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. 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 Standards Board.

## Scope, boundary and assurance criteria

The assurance scope and boundary cover the Company's India operations.

We applied the '**Reasonable**' Assurance criteria for non-financial BRSR Core Indicators[1] and '**Limited**' Assurance criteria for select other than Core non-financial Essential indicators of the BRSR (as set out under Appendix 1 to this statement), pertaining to the Company's disclosure for the period 1st April 2025 through 31st March 2026.

## Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. A combination of physical & virtual verification on sample basis was carried out at the following locations:

- Corporate Office, Gurugram;
- Chemical Business: Dahej Site & Bhiwadi Site;
- Packaging Films Business: Indore Site [Domestic Tariff Area 1 (DTA1), Domestic Tariff Area 2 (DTA2) & Special Economic Zone (SEZ)].

These manufacturing facilities, combined, represent approximately 80% of the revenue generated by the Company. We used our professional judgement as Assurance Provider for selection of sample of the Company's locations/facilities and non-financial information for the verifications.

We conducted review and verification of data collection, collation, and calculation methodologies,

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

and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Evaluation of appropriateness of the quantification methods used to arrive at the non-financial/sustainability information of the BRSR Core & Non-core Indicators;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at both corporate and plant/facility levels 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.

## Limitations & exclusions

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

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2025 to 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Reports, specifically, the financial information based on which such indicators are reported; 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 topics other than those listed in the 'Scope, boundary and assurance criteria';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

## Our observations

The sustainability disclosures of the Company, as defined under the scope and boundary of assurance, are fairly reliable and the Company has appropriately consolidated data from different sources at the central level.

## Our conclusions

Based on the scope of our review, we concluded that:

- BRSR Core Essential indicators (Table A of Appendix 1): The disclosures fulfil the principles of relevance, completeness, reliability, neutrality, and understandability as per 'reasonable' assurance criteria of the applied Assurance Standard;
- Select BRSR Essential indicators other than Core (Table B of Appendix 1): Nothing has come to our attention that causes us not to believe that the disclosures are presented fairly, in all material respects, as per the 'limited' assurance criteria of the applied Assurance Standard.

## 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**

**Dipankar Ghosh**
Partner & Lead
Sustainability & ESG
Business Advisory Services Gurugram, Haryana
22 May 2026

## Appendix 1

The sustainability non-financial indicators considered during the engagement are based on BRSR Framework[2] as follows:

### A. BRSR Core Indicators (Reasonable Assurance)

| Sr. No. | Section/ Principle | BRSR Core Indicators |
|---|---|---|
| 1 | Section C Principle 1 | E8, E9 |
| 2 | Section C Principle 3 | E1 (c), E11 |
| 3 | Section C Principle 5 | E3 (b), E7 |
| 4 | Section C Principle 6 | E1, E3, E4, E7, E9 |
| 5 | Section C Principle 8 | E4, E5 |
| 6 | Section C Principle 9 | E7 |

### B. BRSR Essential indicators other than Core (Limited Assurance)

| Sr. No. | Section/Principle | BRSR Essential indicators other than Core |
|---|---|---|
| 1 | Section A (General Disclosure) | Sl. Nos 1 to 25 |
| 2 | Section B (Mgmt & Process Disclosure) | Q1 to Q4, Q7 to Q12 |
| 3 | Section C Principle 1 | E1, E2, E3, E4, E5, E6, E7, |
| 4 | Section C Principle 2 | E1, E2, E3, E4 |
| 5 | Section C Principle 3 | E1a, E1b, E2, E3, E4, E5, E6, E7, E8, E9, E10, E12, E13, E14, E15 |
| 6 | Section C Principle 4 | E1, E2 |
| 7 | Section C Principle 5 | E1, E2, E3a, E4, E5, E6, E8, E9, E10, E11 |
| 8 | Section C Principle 6 | E2, E5, E6, E8, E10, E11, E12, E13 |
| 9 | Section C Principle 7 | E1, E2 |
| 10 | Section C Principle 8 | E1, E2, E3 |
| 11 | Section C Principle 9 | E1, E2, E3, E4, E5, E6 |

Note: "E" denotes Essential Indicators

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