

May 28, 2026

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400 001

**National Stock Exchange of India Limited**

Exchange Plaza, Plot No. C/1,  
G Block, Bandra - Kurla Complex,  
Bandra (East), Mumbai 400 051

Scrip Code: **500325**

Trading Symbol: **RELIANCE**

Dear Sirs,

**Sub: Business Responsibility and Sustainability Report for the financial year 2025-26**

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The **Business Responsibility and Sustainability Report** of the Company for the financial year 2025-26, is attached.

The said Report is also available on the Company's website at <https://www.ril.com/sites/default/files/reports/BRSR202526.pdf>.

This is for information and records.

Thanking you,

Yours faithfully,

For **Reliance Industries Limited**

Savithri Parekh  
Company Secretary and  
Compliance Officer

Encl: as above

Copy to:

Luxembourg Stock Exchange  
35A Boulevard Joseph II,  
L-1840 Luxembourg

Singapore Exchange Limited  
2 Shenton Way, #02-02 SGX Centre 1,  
Singapore 068804



Powering  
**Aspirational**  
**India**



# Shaping a Progressive Future for India

At Reliance Industries Limited (RIL), every strategic decision is anchored in a core belief: what is good for India is good for Reliance. The Company's mission is closely aligned with the national aspiration of building a Viksit Bharat, an India that is prosperous, self-reliant and globally competitive. This commitment is rooted in its founding philosophy of creating enduring wealth for the nation while enhancing the quality of life of every Indian, every single day. Through bold investments in energy security, digital transformation, advanced manufacturing and new technologies, Reliance continues to contribute meaningfully to India's growth story, anchored in integrity, purpose and long-term value creation.

For RIL, sustainability is the cornerstone of its operations, embodying a steadfast dedication to conducting business ethically and responsibly. By contributing positively to the environment, society and economy, the Company is committed to generating long-term value for all stakeholders, guided by the philosophy of 'We Care'. With this ethos, RIL remains dedicated to building a legacy of inclusive and sustainable growth, one that not only advances India's prosperity but also makes the world a better place. The Business Responsibility and Sustainability Report (BRSR) reflects RIL's unwavering commitment to nation-building and sustainability by providing transparent insights into its performance for all stakeholders.

The report conforms to the Business Responsibility and Sustainability Report (BRSR) requirements of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR) and the National Guidelines on Responsible Business Conduct (NGRBC) on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs (MCA), India.

## Reporting Suite 2025-26

Online Integrated Annual Report  
<https://www.ril.com/ar2025-26/index.html>

Integrated Annual Report  
<https://www.ril.com/reports/RIL-Integrated-Annual-Report-2025-26.pdf>

Corporate Social Responsibility Report  
<https://www.ril.com/sites/default/files/reports/CSR2025-26.pdf>

## Legend



All BRSR Core indicators



All indicators that are assured



All additional information for ease of understanding

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## Section B: Management and Process Disclosures

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### PRINCIPLE 1 30

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



### PRINCIPLE 6 64

Businesses should respect and make efforts to protect and restore the environment.



### PRINCIPLE 2 36

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



### PRINCIPLE 7 76

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



### PRINCIPLE 3 42

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



### PRINCIPLE 8 80

Businesses should promote inclusive growth and equitable development.



### PRINCIPLE 4 52

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



### PRINCIPLE 9 86

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



### PRINCIPLE 5 58

Businesses should respect and promote human rights.



## Independent Assurance Statement

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A

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

**38,000+**  
Employees

**Serving India and  
100+ global markets**

RIL's Approach



**Maximising Shared Value**

RIL remains focused on creating long-term value for its stakeholders through a growth strategy that integrates economic resilience, environmental responsibility and social progress into its business model. Anchored in the vision of contributing to a Viksit Bharat, the Company continuously identifies and prioritises matters material to its stakeholders, aligns its actions with evolving national and market expectations, and responds with scale, innovation and disciplined execution, thereby enabling sustained and responsible value creation.

**An Integrated Approach to Sustainable Growth**

**Interlinkages**

**RIL's Material Topics**

- Grievance Redressal Mechanisms
- Risk Management
- Economic Performance
- Diversity and Inclusion

**<IR> Framework**

- Human Capital
- Financial Capital
- Risk Management

**Stakeholders**

Customers, Employees, Shareholders, Communities, Suppliers

**Sustainable Development Goals**



## Section A : General Disclosures



### I. Details of the listed entity

#### 1. Corporate Identity Number (CIN) of the Listed Entity

L17110MH1973PLC019786

#### 2. Name of the Listed Entity

Reliance Industries Limited

#### 3. Year of incorporation

1973

#### 4. Registered office address

3<sup>rd</sup> Floor, Maker Chambers IV, 222, Nariman Point, Mumbai 400021.

#### 5. Corporate address

3<sup>rd</sup> Floor, Maker Chambers IV, 222, Nariman Point, Mumbai 400021.

#### 6. E-mail

[investor.relations@ril.com](mailto:investor.relations@ril.com)

#### 7. Telephone

+91-22-3555 5000

#### 8. Website

[www.ril.com](http://www.ril.com)

#### 9. Financial year for which reporting is being done

FY 2025-26

#### 10. Name of the Stock Exchange(s) where shares are listed

BSE Limited, National Stock Exchange of India Limited

#### 11. Paid-up Capital (INR in Crore)

₹13,532 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

Mr. Raj Mullick

Telephone: +91-22-3555 5000

Email address: [investor.relations@ril.com](mailto:investor.relations@ril.com)

#### 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)

Reliance Industries Limited – Standalone.

Thus, all the data reported in this report pertains to RIL Standalone entity.

For coverage of plant locations, refer Corporate Governance Report (page 47 of Integrated Annual Report FY 2025-26).

#### 14. Name of assurance provider

Deloitte Haskins & Sells LLP

#### 15. Type of assurance obtained

Reasonable Assurance - BRSR Core Indicators and other than BRSR Core Indicators.

Refer Appendix I of Independent Practitioner's Reasonable Assurance Report.



### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% turnover of the entity
1	Oil to Chemicals (Products)	The O2C business offers a broad portfolio spanning fuels (including transport fuels and petrochemical feedstocks, among others), polymers, polyesters and elastomers	92.37%
2	Oil & Gas - Exploration & Production (Products)	The E&P business is engaged in activities of exploration, development and production of hydrocarbons in India	4.35%

#### 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	Manufacture of refined petroleum products like liquid and gaseous fuels, illuminating oils, lubricating oils or greases or other products from crude petroleum or bituminous minerals	192001	65.22%
2	Manufacture of plastic in primary forms (includes amino resins, polyurethanes etc.)	201301	14.04%
3	Manufacture of synthetic aromatic products	201108	7.85%
4	Offshore Extraction of natural gas	062001	3.67%
5	Manufacture of synthetic or artificial filament yarn, including high-tenacity yarn	203003	2.48%
6	Manufacture of synthetic or artificial staple fibres, not carded, combed or otherwise processed for spinning	203002	1.62%
7	Manufacture of synthetic rubber in primary forms	201302	0.97%
8	Offshore extraction of crude petroleum oils	061001	0.51%
9	Onshore Extraction of natural gas	062002	0.16%
10	Manufacture of inorganic acids(except nitric acid) and inorganic bases (except ammonia) such as alkalis, lyes except gases	201102	0.08%
11	Wholesale of plastic materials in primary forms	467903	0.04%
12	Manufacture of other plastics products	222099	0.04%
<b>Total</b>			<b>96.68%</b>

### 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	15	65	80
International	0	2	2

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

##### a. Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	112

**Note:** National includes number of States and Union Territories served in FY 2025-26. International includes number of countries RIL exported to in FY 2025-26.

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

50.98%

● Contribution of exports



## Section A : General Disclosures



### c. A brief on types of customers

#### Oil to Chemicals (O2C):

- Domestic oil marketing companies (OMCs) including public sector (PSU) oil companies
- International oil companies
- National Oil Companies (NOCs)
- Oil majors
- Oil trading companies as well as other oil marketing companies from oil products importing countries

- Polymer processors producing packaging, automobile parts, furniture, pipes & fittings, profiles
- Medical applications
- Tyre manufacturers
- Pharmaceuticals
- Agro-chemical manufacturers
- Paint manufacturers
- Industrial applications
- Yarn manufacturers
- Detergent manufacturers
- Textile manufacturers
- Upholstery

### Exploration and Production (E&P):

Gas customers include entities primarily from sectors such as Power, Steel, Refinery, Petrochemicals, City Gas Distribution, Glass, Trader/Resellers etc.

### Bio Energy :

RIL's Bio Energy business sales are mainly B2B sales; hence, Compressed Biogas (CBG) is sold to City Gas Distribution (CGD) companies and Energy marketing companies. Fermented Organic Manure (FOM) is sold to fertiliser companies.

## IV. Employees

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

#### a. Employees (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	34,066	31,689	93	2,377	7
2.	Other than Permanent (E)	4,248	4,084	96	164	4
3.	<b>Total employees (D + E)</b>	<b>38,314</b>	<b>35,773</b>	<b>93</b>	<b>2,541</b>	<b>7</b>

#### b. Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (F)	3,204	3,165	99	39	1
2.	Other than Permanent (G)	0	0	0	0	0
3.	<b>Total workers (F + G)</b>	<b>3,204</b>	<b>3,165</b>	<b>99</b>	<b>39</b>	<b>1</b>

#### c. Differently abled employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	14	14	100	0	0
2.	Other than Permanent (E)	1	1	100	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>15</b>	<b>15</b>	<b>100</b>	<b>0</b>	<b>0</b>

#### d. Differently abled workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (F)	18	16	89	2	11
2.	Other than permanent (G)	0	0	0	0	0
3.	<b>Total differently abled workers (F + G)</b>	<b>18</b>	<b>16</b>	<b>89</b>	<b>2</b>	<b>11</b>

**Note:** Worker is a subset of the total employees. In order to avoid double counting above, Reliance has separated employees and workers in the sections. However, the Company considers workers as its employees too.

✓ All indicators that are assured.



### 21. Participation/inclusion/representation of women ✓

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	14	2	14.29
Key Management Personnel	2*	1	50.00

\*Does not include Directors designated as KMPs

### 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	12	16	12	12	18	12	12	19	13
Permanent Workers	11	29	11	11	25	12	9	21	9

✓ All indicators that are assured.



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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	7-India Convenience Retail Limited	S	100.00	The BRSR is for RIL Standalone entity
2	Aaidea Solutions Limited	S	98.82	
3	Accops Systems FZ-LLC	S	100.00	
4	Accops Systems Private Limited	S	80.81	
5	Actoserba Active Wholesale Limited	S	86.15	
6	Addverb Technologies B.V.	S	100.00	
7	Addverb Technologies Limited	S	58.21	
8	Addverb Technologies Pte. Ltd.	S	100.00	
9	Addverb Technologies Pty Limited	S	100.00	
10	Addverb Technologies USA Inc.	S	100.00	
11	Amante Exports (Private) Limited	S	100.00	
12	Amante India Limited	S	100.00	
13	Amante Lanka (Private) Limited	S	100.00	
14	Asteria Aerospace Limited	S	74.57	
15	Bismi Connect Limited	S	100.00	
16	Bismi Hypermart Limited	S	100.00	
17	Catwalk Worldwide Limited	S	85.03	
18	Chennai Global Logistics Park Limited (formerly known as Reliance Mappedu Multi Modal Logistics Park Limited)	S	@	
19	Columbus Centre Corporation (Cayman)	S	100.00	
20	Columbus Centre Holding Company LLC	S	100.00	
21	Cover Story Clothing Limited	S	100.00	
22	Cover Story Clothing UK Limited	S	100.00	
23	Crystalline Silica and Mining Limited	S	100.00	
24	C-Square Info-Solutions Limited	S	89.45	
25	Dadha Pharma Distribution Limited	S	100.00	
26	Digital18 Media Private Limited	S	100.00	
27	Dronagiri Bokadvira East Infra Limited	S	100.00	
28	Dronagiri Bokadvira North Infra Limited	S	100.00	
29	Dronagiri Bokadvira South Infra Limited	S	100.00	
30	Dronagiri Bokadvira West Infra Limited	S	100.00	
31	Dronagiri Dongri East Infra Limited	S	100.00	
32	Dronagiri Dongri North Infra Limited	S	100.00	
33	Dronagiri Dongri South Infra Limited	S	100.00	
34	Dronagiri Dongri West Infra Limited	S	100.00	
35	Dronagiri Funde East Infra Limited	S	100.00	
36	Dronagiri Funde North Infra Limited	S	100.00	
37	Dronagiri Funde South Infra Limited	S	100.00	
38	Dronagiri Funde West Infra Limited	S	100.00	
39	Dronagiri Navghar East Infra Limited	S	100.00	
40	Dronagiri Navghar North First Infra Limited	S	100.00	

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
41	Dronagiri Navghar North Infra Limited	S	100.00	The BRSR is for RIL Standalone entity
42	Dronagiri Navghar North Second Infra Limited	S	100.00	
43	Dronagiri Navghar South First Infra Limited	S	100.00	
44	Dronagiri Navghar South Infra Limited	S	100.00	
45	Dronagiri Navghar South Second Infra Limited	S	100.00	
46	Dronagiri Navghar West Infra Limited	S	100.00	
47	Dronagiri Pagote East Infra Limited	S	100.00	
48	Dronagiri Pagote North First Infra Limited	S	100.00	
49	Dronagiri Pagote North Infra Limited	S	100.00	
50	Dronagiri Pagote North Second Infra Limited	S	100.00	
51	Dronagiri Pagote South First Infra Limited	S	100.00	
52	Dronagiri Pagote South Infra Limited	S	100.00	
53	Dronagiri Pagote West Infra Limited	S	100.00	
54	Dronagiri Panje East Infra Limited	S	100.00	
55	Dronagiri Panje North Infra Limited	S	100.00	
56	Dronagiri Panje South Infra Limited	S	100.00	
57	Dronagiri Panje West Infra Limited	S	100.00	
58	Enercent Technologies Private Limited	S	59.18	
59	Eternalia Media Private Limited	S	51.03	
60	Ethane Coral LLC	S	100.00	
61	Ethane Diamond LLC	S	100.00	
62	Ethane Jade LLC	S	100.00	
63	Faradion Limited	S	100.00	
64	Faradion UG	S	100.00	
65	Foodhall Franchises Limited	S	100.00	
66	Football Sports Development Limited	S	100.00	
67	Future Lifestyles Franchisee Limited	S	100.00	
68	Global Asianet Limited	S	100.00	
69	Goodness Group Global Pty Ltd	S	79.18	
70	Grab A Grub Services Limited	S	82.41	
71	Hamleys (Franchising) Limited	S	100.00	
72	Hamleys Asia Limited	S	100.00	
73	Hamleys of London Limited	S	100.00	
74	ICD Columbus Centre Hotel LLC	S	74.87	
75	India Mumbai Indians (Pty) Ltd	S	100.00	
76	IndiaCast UK Ltd	S	100.00	
77	Indiavidual Learning Limited	S	100.00	
78	Indiawin Sports Middle East Limited	S	100.00	
79	Indiawin Sports Private Limited	S	100.00	
80	Indiawin Sports USA Inc.	S	100.00	
81	Intimi India Limited	S	100.00	
82	IPCO Holdings LLP	S	76.00	
83	IW Columbus Centre LLC	S	100.00	

## Section A : General Disclosures



Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
84	Jaisuryas Retail Ventures Limited	S	100.00	The BRSR is for RIL Standalone entity
85	Jio Estonia OÜ	S	100.00	
86	Jio Haptik Technologies Limited	S	100.00	
87	Jio Infrastructure Management Services Limited	S	100.00	
88	Jio Limited	S	100.00	
89	Jio Media Limited	S	100.00	
90	Jio Platforms Limited	S	66.43	
91	Jio Satellite Communications Limited	S	100.00	
92	Jio Things Limited	S	100.00	
93	Jiostar India Private Limited (Formerly known as Star India Private Limited)	S	63.16	
94	Jiostar US Ltd (Formerly known as IndiaCast US Ltd)	S	100.00	
95	Just Dial Limited	S	63.84	
96	JVCO 2024 Limited	S	51.00	
97	Kalamboli North First Infra Limited	S	100.00	
98	Kalamboli North Infra Limited	S	100.00	
99	Kalamboli North Second Infra Limited	S	100.00	
100	Kalamboli South First Infra Limited	S	100.00	
101	Kalamboli South Infra Limited	S	100.00	
102	Kalamboli West Infra Limited	S	100.00	
103	Kalanikethan Fashions Limited	S	100.00	
104	Kalanikethan Silks Limited	S	100.00	
105	Karkinos Healthcare North East Private Limited	S	100.00	
106	Karkinos Healthcare Private Limited	S	100.00	
107	Lakadia B Power Transmission Limited	S	100.00	
108	Lithium Werks China Manufacturing Co., Ltd.	S	100.00	
109	Lithium Werks Technology B.V.	S	100.00	
110	Lotus Chocolate Company Limited	S	51.00	
111	Mashal Sports Private Limited	S	74.00	
112	Mayuri Kumkum Limited	S	51.00	
113	Mesindus Ventures Limited	S	83.33	
114	Metro Cash and Carry India Limited	S	100.00	
115	Mimosa Networks Bilişim Teknolojileri Limited Şirketi	S	100.00	
116	Mimosa Networks, Inc.	S	100.00	
117	Mindex 1 Limited	S	100.00	
118	Model Economic Township Limited	S	100.00	
119	MSKVY Nineteenth Solar SPV Limited	S	100.00	
120	MSKVY Twenty Second Solar SPV Limited	S	100.00	
121	Naturedge Beverages Private Limited	S	51.00	
122	Nauyaan Shipyard Private Limited	S	100.00	
123	Nauyaan Tradings Private Limited	S	100.00	
124	Navi Mumbai IIA Private Limited	S	74.00	
125	Netmeds Healthcare Limited	S	100.00	
126	New Emerging World of Journalism Limited	S	75.00	

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
127	New Star Middle East FZ-LLC	S	100.00	The BRSR is for RIL Standalone entity
128	New York Hotel, LLC	S	100.00	
129	Nexba IP Pty Ltd	S	100.00	
130	Nexba Pty Ltd	S	100.00	
131	Nexba UK Ltd	S	100.00	
132	NextGen Fast Fashion Limited	S	100.00	
133	Nilgiris Stores Limited	S	100.00	
134	NowFloats Technologies Limited	S	88.33	
135	Purple Panda Fashions Limited	S	91.06	
136	Radisys B.V.	S	100.00	
137	Radisys Canada Inc.	S	100.00	
138	Radisys Cayman Limited	S	100.00	
139	Radisys Convedia (Ireland) Limited	S	100.00	
140	Radisys Corporation	S	100.00	
141	Radisys GmbH	S	100.00	
142	Radisys India Limited	S	100.00	
143	Radisys International LLC	S	100.00	
144	Radisys International Singapore Pte. Ltd.	S	100.00	
145	Radisys Spain S.L.U.	S	100.00	
146	Radisys Systems Equipment Trading (Shanghai) Co. Ltd.	S	100.00	
147	Radisys Technologies (Shenzhen) Co., Ltd.	S	100.00	
148	Radisys UK Limited	S	100.00	
149	RBML Solutions India Limited	S	100.00	
150	RCP Solutions and Services Private Limited	S	100.00	
151	REC Americas LLC	S	100.00	
152	REC ScanModule Sweden AB	S	100.00	
153	REC Solar EMEA GmbH	S	100.00	
154	REC Solar Holdings AS	S	100.00	
155	REC Solar Pte. Ltd.	S	100.00	
156	REC Sustainable Energy Solutions Pte. Ltd.	S	100.00	
157	REC Trading (Shanghai) Co., Ltd.	S	100.00	
158	REC US Holdings, Inc.	S	100.00	
159	Recron (Malaysia) Sdn. Bhd.	S	100.00	
160	Reliance 4IR Realty Development Limited	S	100.00	
161	Reliance Abu Sandeep Private Limited	S	51.00	
162	Reliance AK-OK Fashions Limited	S	60.00	
163	Reliance Ambit Trade Private Limited	S	100.00	
164	Reliance Beauty & Personal Care Limited	S	100.00	
165	Reliance Bhutan Limited	S	100.00	
166	Reliance Bio Energy Limited	S	100.00	
167	Reliance BP Mobility Limited	S	51.00	
168	Reliance Brands Eyewear Private Limited	S	100.00	
169	Reliance Brands Holding UK Limited	S	100.00	

## Section A: General Disclosures



Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
170	Reliance Brands Limited	S	98.88	The BRSR is for RIL Standalone entity
171	Reliance Chemicals and Materials Limited	S	100.00	
172	Reliance Clothing India Limited	S	100.00	
173	Reliance Commercial Dealers Limited	S	100.00	
174	Reliance Comtrade Private Limited	S	100.00	
175	Reliance Consumer Products Limited (formerly known as Tira Beauty Limited)	S	83.56	
176	Reliance Content Distribution Limited	S	100.00	
177	Reliance Corporate IT Park Limited	S	100.00	
178	Reliance Cosmetics Retail Private Limited	S	100.00	
179	Reliance Digital Health Limited	S	100.00	
180	Reliance Digital Health USA Inc.	S	100.00	
181	Reliance Eminent Trading & Commercial Private Limited	S	100.00	
182	Reliance Enterprise Intelligence Limited	S	70.00	
183	Reliance Ethane Holding Pte. Ltd.	S	100.00	
184	Reliance Ethane Pipeline Limited	S	100.00	
185	Reliance Finance and Investments USA LLC	S	100.00	
186	Reliance GAS Lifestyle India Private Limited	S	51.00	
187	Reliance Gas Pipelines Limited	S	100.00	
188	Reliance Global Energy Services (Singapore) Pte. Ltd.	S	100.00	
189	Reliance Global Energy Services Limited	S	100.00	
190	Reliance Industries (Middle East) DMCC	S	100.00	
191	Reliance Intelligence Limited	S	100.00	
192	Reliance International Limited	S	100.00	
193	Reliance Jio Global Resources, LLC	S	100.00	
194	Reliance Jio Infocomm Limited	S	100.00	
195	Reliance Jio Infocomm Pte. Ltd.	S	100.00	
196	Reliance Jio Infocomm UK Limited	S	100.00	
197	Reliance Jio Infocomm USA, Inc.	S	100.00	
198	Reliance Lithium Werks B.V.	S	100.00	
199	Reliance Lithium Werks USA LLC	S	100.00	
200	Reliance Luxe Beauty Limited	S	100.00	
201	RIL Americas LLC (Formerly known as Reliance Marcellus LLC)	S	100.00	
202	Reliance New Energy Battery Limited	S	100.00	
203	Reliance New Energy Battery Storage Limited	S	100.00	
204	Reliance New Energy Limited	S	100.00	
205	Reliance New Solar Energy Limited	S	100.00	
206	Reliance Petro Marketing Limited	S	100.00	
207	Reliance Polyester Limited	S	100.00	
208	Reliance Progressive Traders Private Limited	S	100.00	
209	Reliance Projects & Property Management Services Limited	S	100.00	
210	Reliance Prolific Commercial Private Limited	S	100.00	
211	Reliance Prolific Traders Private Limited	S	100.00	
212	Reliance Rahul Mishra Fashion Private Limited	S	56.00	

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
213	Reliance Retail and Fashion Lifestyle Limited	S	100.00	The BRSR is for RIL Standalone entity
214	Reliance Retail Limited	S	100.00	
215	Reliance Retail Ventures Limited	S	83.56	
216	Reliance Ritu Kumar Private Limited	S	52.21	
217	Reliance Sibur Elastomers Private Limited	S	74.90	
218	Reliance SOU Limited	S	100.00	
219	Reliance Strategic Business Ventures Limited	S	100.00	
220	Reliance Syngas Limited	S	100.00	
221	Reliance Universal Traders Private Limited	S	100.00	
222	Reliance Vantage Retail Limited	S	100.00	
223	Reliance Ventures Limited	S	100.00	
224	Reliance-GrandOptical Private Limited	S	100.00	
225	Remixt Pty Ltd	S	100.00	
226	Reverie Language Technologies Limited	S	84.56	
227	RIL USA, Inc.	S	100.00	
228	RISE Worldwide Limited	S	100.00	
229	Ritu Kumar ME (FZE)	S	100.00	
230	Roptonal Limited	S	100.00	
231	RP Chemicals (Malaysia) Sdn. Bhd.	S	100.00	
232	Saavn Media Limited	S	88.15	
233	SankhyaSutra Labs Limited	S	99.91	
234	Sensehawk India Private Limited	S	100.00	
235	Sensehawk MEA Limited	S	100.00	
236	SenseHawk, Inc.	S	79.40	
237	Shopsense Retail Technologies Limited	S	86.69	
238	Shri Kannan Departmental Store Limited	S	100.00	
239	Sikhya Entertainment Private Limited	S	50.10	
240	Skymet Weather Services Private Limited	S	83.94	
241	Snow Mount Properties Private Limited	S	100.00	
242	Southern Health Foods Private Limited	S	100.00	
243	Star Advertising Sales Limited	S	100.00	
244	Star Vijay Malaysia SDN BHD	S	100.00	
245	Star Vijay Singapore Pte. Limited	S	100.00	
246	Stoke Park Limited	S	100.00	
247	Strand Life Sciences Private Limited	S	92.96	
248	Studio 18 Media Private Limited	S	83.88	
249	Surajya Services Limited	S	75.77	
250	Surela Investment and Trading Limited	S	100.00	
251	Tesseract Imaging Limited	S	93.64	
252	The Indian Film Combine Private Limited	S	83.17	
253	Thodupuzha Retail Private Limited	S	100.00	
254	Tresara Health Limited	S	100.00	
255	Trikam Properties LLP	S	100.00	



Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
256	Udhaiyams Agro Foods Private Limited	S	76.00	The BRSR is for RIL Standalone entity
257	Ulwe East Infra Limited	S	100.00	
258	Ulwe North Infra Limited	S	100.00	
259	Ulwe South Infra Limited	S	100.00	
260	Ulwe Waterfront East Infra Limited	S	100.00	
261	Ulwe Waterfront North Infra Limited	S	100.00	
262	Ulwe Waterfront South Infra Limited	S	100.00	
263	Ulwe Waterfront West Infra Limited	S	100.00	
264	Ulwe West Infra Limited	S	100.00	
265	Urban Ladder Home Décor Solutions Limited	S	100.00	
266	V - Retail Limited	S	85.00	
267	VasyERP Solutions Private Limited	S	84.21	
268	Vedathma Properties Private Limited	S	100.00	
269	Vengara Retail Private Limited	S	100.00	
270	Viacom 18 Media (UK) Limited	S	100.00	
271	Viacom 18 US Inc.	S	100.00	
272	Vitalic Health Limited	S	81.32	
273	Alok Industries Limited	JV	40.01	
274	BAM DLR Data Center Services Private Limited	JV	33.33	
275	BAM DLR Kolkata Private Limited	JV	33.33	
276	BAM DLR Mumbai Private Limited	JV	33.33	
277	BAM DLR Network Services Private Limited	JV	33.33	
278	BVM Overseas Limited#	JV	70.00\$	
279	DXDC Chennai Private Limited (Formerly known as BAM DLR Chennai Private Limited)	JV	33.33	
280	India Gas Solutions Private Limited	JV	50.00	
281	Jio Space Technology Limited#	JV	33.88\$	
282	Pipeline Management Services Private Limited	JV	50.00	
283	Sanmina-SCI India Private Limited#	JV	50.10	
284	Sanmina-SCI Technology India Private Limited#	JV	50.10\$	
285	Sintex Industries Limited#	JV	70.00	
286	Gujarat Chemical Port Limited	A	41.80	
287	Indian Vaccines Corporation Limited	A	33.33	
288	Jamnagar Utilities & Power Private Limited	A	27.26\$	
289	Reliance Europe Limited	A	50.00	
290	Reliance Industrial Infrastructure Limited	A	45.43	
291	Reliance Logistics and Warehouse Holdings Limited^	A	57.99\$	
292	Vadodara Enviro Channel Limited	A	28.57	

\* Subsidiaries - Representing aggregate % of voting power held by the Company and / or its subsidiaries.  
 \* Associates / Joint Ventures - Representing aggregate % of voting power held by the company.  
 @ Subsidiary by virtue of control over composition of Board of Directors.  
 # Joint Ventures as per accounting standards.  
 ^ Associate as per accounting standards.  
 \$ Including aggregate % of voting power held by the subsidiaries / joint ventures.

**Note:** IndiaCast Media Distribution Private Limited has amalgamated with JioStar India Private Limited.

VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes  
 (ii) Turnover (in INR Crore): 5,46,852  
 (iii) Net worth (in INR Crore): 5,33,313

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company has both formal and informal channels of engaging with the communities. Community grievances are received through the respective Corporate Affairs team and addressed through formal and informal interactions.	0	0	-	0	0	-
Investors (other than shareholders)	Yes. The Company maintains a dedicated investor relations webpage that lists designated email IDs to facilitate the submission and resolution of investor grievances and queries. The webpage is accessible at: <a href="https://www.ril.com/investors/shareholders-information/investor-contacts">https://www.ril.com/investors/shareholders-information/investor-contacts</a>	0	0	-	0	0	-
Shareholders	Yes. The Company has a designated email ID: <a href="mailto:investor.relations@ril.com">investor.relations@ril.com</a> to enable them to raise their grievances. Additionally, the grievance redressal mechanism avenues include letters addressed to the Company's registered office and correspondence to the Registrar and Transfer Agent (RTA) i.e. KFin Technologies Limited (KFintech), at <a href="mailto:rilinvestor@kfintech.com">rilinvestor@kfintech.com</a> ; the SEBI grievance redressal platform (SCORES); online grievance portals of BSE and NSE; and the Smart Online Dispute Resolution (Smart ODR) portals of BSE and NSE. The webpage is accessible at: <a href="https://www.ril.com/investors/shareholders-information/grievance-management">https://www.ril.com/investors/shareholders-information/grievance-management</a>	2,595	0	-	2,087	0	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes. All employee grievances are addressed appropriately through multiple channels. Issues are discussed at various plant-level committees, such as Food Committee and People Council, among others. Ethics-related issues may be raised as per the Vigilance Mechanism and Whistle-Blower policy available here: <a href="https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf">https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf</a>	0	0	-	0	0	-
Customers	Yes. A customer feedback and grievance redressal mechanism is in place across businesses. There are no disputes with any customers currently. The Company also has dedicated leads overlooking the process for resolution of disputes. Considering the nature of the business, there is no dedicated portal or hotline for E&P segment for reporting of disputes. Resolutions are undertaken through mails & e-meetings.	1,460	83	There are no disputes with any customers currently.	2,031	96	-
Value Chain Partners	Yes. Vigil Mechanism and Whistle-Blower Policy is available on the RIL website. Purchase Order/Contract provides a dispute resolution mechanism, which stipulates meetings between higher management teams of both sides to resolve disputes. Additionally, grievance redressal and customer feedback policy is in place for value chain partners, with dedicated leads overseeing the process and regular feedback and resolution sessions conducted. Further, for E&P JV partners, monthly and quarterly meetings are held.	0	0	-	0	0	-
Other (please specify)	Not applicable	-	-	-	-	-	-

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

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

Material issue identified	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)
<b>1   Innovation and Technology</b>			
Reliance's sustained success in growing value for its stakeholders and embracing transformative opportunities is driven by its commitment to innovation and adaptiveness to change.	The Reliance R&D team has invested in advanced systems to maximise the impact of their efforts, including a state-of-the-art infrastructure, world-class analytical facilities and a robust management system that streamlines and automates various processes across the enterprise. A robust internal Intellectual Property (IP) governance framework to grow the patent portfolio has been established in alignment with the organisation's business objectives.	The approach adopted by Reliance targets continued development of new products and services, entry into new markets and improved competitive positioning. By leveraging technology and strong project management capabilities, Reliance can maintain operational efficiencies and cost leadership. This can improve profitability and provide a competitive edge in the market. Adoption of deep tech will provide disruptive opportunities across businesses.	
<b>2   Energy Efficiency of Operations</b>			
It is important that Reliance manages its raw material supply chain, assets, and consumption of fuel, power and utilities in the most efficient manner to generate superior returns while reducing carbon footprint through its energy efficient operations.	Dedicated teams at site and group levels focus on energy management, closely monitoring and optimizing the energy mix and power imports across all manufacturing sites based on changes in availability and economics. Regular audits are conducted to improve energy performance and benchmark against other international refineries and petrochemical sites.	Inefficient energy use can lead to higher input costs, reduced margins, and potential penalties or increased compliance costs.	
<b>3   Raw Material Security</b>			
The availability of raw materials is crucial for the smooth running of Reliance's business operations. Judicious use of raw materials can have a long-standing impact on the Company and local economy. The availability of raw materials can also directly impact Reliance's ability to meet market demand for its products.	Reliance has taken several measures to ensure the security of raw materials. Firstly, it has long-term contracts for crude & feedstock, from multiple suppliers across different geographies, ensuring no loss in throughput. Additionally, efforts have been made to maximise sourcing options for raw material procurement. Further, the Company has vessels on long-term charter, supporting logistics security. Crude sourcing from alternate sources is being done to ensure adequate refinery feedstock availability. The Company also has long-term contracts for import of feedstock. Implementation of the Vinyls project will further enhance feedstock security.	Lack of raw material security may cause the Company to move its operations to different locations.	

Indicate whether risk or opportunity (R/O) Risk Opportunity



Material issue identified	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)
<b>4   Sustainable Supply Chain</b> ●			
Strong supply chain standards, monitoring mechanisms and ongoing engagement models with suppliers to address labour concerns are critical for Reliance to protect shareholder value over the long term. Sustainable supply chains are essential to further the Company's progress on its Net Carbon Zero goal.	The Company has a structured approach to enhancing supplier performance and deepening sustainability practices. It has a well-defined Code of Conduct that mandates respect for human rights across the value chain. The Company's sustainable sourcing ethos focuses on the following parameters: 1. Green Packaging 2. Environment Protection 3. Supplier Collaboration 4. Minimising emissions using Scrubber fitted vessels/ VLSFO, complying with EEX I & CII 5. Make in India and Development of India's Engineering Talent 6. Launch of Digital Platform Applications 7. Community Support 8. Regeneration and Safe Disposal	Any failure on the part of suppliers to comply with dynamically changing regulations can disrupt the Company's operations and create negative sentiments among stakeholders, including customers, and impact business.	
<b>5   Customer Satisfaction</b> ●			
Competition from other oil marketing companies poses a risk of customer retention as the country has a surplus of petroleum products. There are large imports of petrochemicals from the Middle East and FTA countries such as ASEAN South Korea. It is important for Reliance to position itself as a customer-focused organisation by offering them a wide range of choices, outstanding value proposition and unmatched experience.	Ensuring timely deliveries, quality assurance, efficient logistic solutions, pricing options, etc. at dynamically competitive prices ensures customer satisfaction in Reliance's business. The Company offers a wide product portfolio to meet evolving customer demand. A diversified customer profile across various geographical regions provides alternative markets for the Company's products. All businesses of Reliance have taken cognisance of 'customer satisfaction' as the topmost value and priority.	Any sub-optimal customer experience may result in customer dissatisfaction. Inability of the business to stay abreast of recent trends and behaviour could weaken its compelling value proposition and have material impact on brand, reputation and financial performance.	
<b>6   Community Development</b> ●			
The commitment to 'care' underlies every action undertaken by Reliance. Thus, it is essential for the Company to continue implementing community-facing programmes that can benefit society and result in true economic growth.	Through its CSR initiatives, Reliance has catalysed development in education, healthcare, sports, and environmental and social development in the underserved and marginalised sections of society. In addition, Reliance partners with various organisations and government bodies to undertake development projects for livelihood enhancement, infrastructure, water management and disaster management to create a positive and lasting impact on the communities it serves.	Building empowered communities by fostering trust and shared prosperity ensures the social license to operate, enhancing brand reputation and customer loyalty.	

Indicate whether risk or opportunity (R/O) ● Risk ● Opportunity

Material issue identified	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)
<b>7   Business Ethics, Integrity and Transparency, Code of Conduct and Grievance Redressal Mechanisms</b> ●			
Managing business ethics and maintaining high standards of transparency are critical to Reliance's operations and long-term sustainability. An effective grievance redressal mechanism enables Reliance to systematically capture, monitor and address stakeholder concerns in a timely manner, thereby mitigating ethical risks, strengthening trust and supporting responsible business conduct.	Reliance has a well-established Code of Conduct that is applicable to its employees and the value chain. This framework is supported by strong governance structures and business practices to prevent unethical conduct, corruption and wilful or unintentional participation in illegal or unethical payments. Reliance has an effective mechanism to address the grievances of all stakeholders, including employees, suppliers, customers and communities. These mechanisms promote transparency and accountability, encouraging stakeholders to raise legitimate concerns to the management without fear of retaliation.	Failure to take timely, appropriate and adequate action in response to business ethics violations could expose the organisation to substantial one-time losses (including reputational harm) and higher recurring compliance costs.	
<b>8   Diversity, Equity and Inclusion</b> ●			
The Company has championed the cause of Diversity, Equity and Inclusion in the workplace alongside its goals of growth and expansion. Thus, it is essential to promote a progressive and inclusive workplace that onboards people from diverse backgrounds and provides them with meaningful growth opportunities.	The Reliance Group's Diversity Equity & Inclusion (DEI) Charter was launched, affirming Reliance's unwavering commitment to the values of Diversity, Equity and Inclusion. To stay competitive in today's fast-paced business environment, some key DEI initiatives undertaken include: • Developmental journey for high-calibre women under R-Aadya • Dedicated mentoring for women • Inclusive leadership training • 'Inspiring Leader Connects' Series to create a more enabling workplace • Employee storytelling and celebrations of diversity days - PRIDE month and International Day for People with Disability observed across the organization	When people from different backgrounds, cultures and experiences come together, they bring unique perspectives that can lead to breakthroughs and new ways of thinking, leading to overall organisational growth.	
<b>9   Talent Management</b> ●			
Given the scale and breadth of Reliance's operations, retaining high-calibre talent is imperative and a source of competitive advantage for the business.	Reliance has robust talent management systems to identify employees with high calibre and provide opportunities for career growth and development. This helps retain top talent, create a culture of continuous learning and build a more skilled and knowledgeable workforce that can drive business performance and innovation. Reliance offers peer-benchmarked monetary and non-monetary benefits to enhance employee engagement and retain top talent.	Ineffective implementation of talent management processes might have an impact on talent sustainability impeding business performance and growth of the Company.	
<b>10   Labor Management and Human Rights</b> ●			
Maintaining cordial labour relations is crucial for Reliance to ensure the well-being and productivity of its workforce. A healthy labour relationship establishes a unified mission, which results in enhanced job satisfaction, employee retention and organisational performance.	Reliance follows the principles of the United Nations Global Compact on human rights, labour practices, environmental protection and anti-corruption. The Company's operations adhere to local and national regulations and ensure adherence to the RIL Code of Conduct.	Failure to maintain proper labour relations can lead to loss of productivity, potential legal liabilities and implications to the organisation's reputation.	

Indicate whether risk or opportunity (R/O) ● Risk ● Opportunity



Material issue identified	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)
<b>11   Data Privacy and Cyber Security</b>			
At Reliance, we have embarked on a path to transform ourselves into an AI-native, deep-tech company with advanced manufacturing capabilities. As the Company accelerates digital transformation and large-scale AI adoption across its businesses, the enterprise attack surface continues to expand. The rapid, large-scale adoption of AI introduces new models, and data and automation risks, compounding existing cybersecurity challenges in an environment of continuously evolving threats. The increasing use of AI in customer engagement, operations and decision-making heightens exposure to cyber incidents, data privacy breaches, model misuse and regulatory scrutiny, making cybersecurity, privacy and responsible AI governance critical enterprise priorities.	RIL's cybersecurity and AI governance approach is business-aligned, risk-based and threat-informed. The Company follows a defense-in-depth model, integrating security controls, data protection measures and AI governance frameworks across technology and business processes. Privacy-by-Design and Responsible-AI-by-Design principles are embedded across the data and AI lifecycles. The Company periodically benchmarks its cybersecurity, privacy and AI governance practices against applicable laws, regulations and leading industry standards through internal reviews and independent assessments.	Any cybersecurity incident, AI system compromise or data privacy breach could result in operational disruption, financial losses, regulatory action, reputational damage and erosion of stakeholder trust.	
<b>12   Regulatory Issues and Compliance</b>			
Aligning RIL's operations with relevant applicable laws of the land is key to business success and sustainability. It also builds trust among key stakeholders and investors.	Reliance places utmost priority on legal & regulatory compliances, especially in an ever-evolving environment. The Company's digitally enabled compliance framework regularly updates itself and is integrated with business processes and controls in place to reduce risk and bring comprehensiveness, enabling Senior Management with a bird's eye view and updates on key issues, along with enabling middle management for regular review and ground management with timely prompt on actions and knowledge to enable their actions.	Non-adherence to laws and regulations might affect reputation and increase compliance costs as threat to business continuity.	
<b>13   Climate Change</b>			
The Company is exposed to climate-related risks, including physical risks from extreme weather events that can disrupt operations and impact finances, and transitional risks from the shift to cleaner energy and sustainable practices in the global economy.	The Company is taking proactive steps to minimise its environmental impact, prioritising carbon footprint reduction and sustainable growth. Key focus areas include: <ul style="list-style-type: none"> <li>- Developing renewable energy sources</li> <li>- Creating eco-friendly materials</li> <li>- Deploying innovative technologies</li> </ul>	The Company's efforts to cut emissions and shift to cleaner energy align with global environmental goals, supporting long-term financial stability. Key benefits include: <ul style="list-style-type: none"> <li>- Diversified energy portfolio through renewable investments</li> <li>- Positioning in emerging EV and battery tech markets</li> <li>- Alternative revenue streams from biofuels and low-carbon energy</li> <li>- Enhanced adaptability to regulatory changes, market shifts and customer preferences</li> </ul>	

Indicate whether risk or opportunity (R/O) Risk Opportunity

Material issue identified	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)
<b>14   Managing Environmental Impacts</b>			
Effective environmental stewardship is critical for the Company to proactively assess potential risks associated with its operations, adhere to regulatory requirements, mitigate risks and uphold its reputation. As environmental regulations and stakeholder expectations continue to evolve, the Company must remain vigilant in assessing and managing these risks.	The Company has implemented a robust framework to proactively reduce its environmental impact and minimise its environmental footprint. To strengthen its environmental stewardship, the Company is strategically investing in advanced emission reduction technologies and enhancing energy efficiency across its operations. The Company has comprehensive monitoring systems to ensure rigorous oversight in managing emissions. The Company has stringent operational protocols in place to prevent spills during the storage, handling and transportation of hydrocarbon materials. Additionally, the Company prioritises continuous education for employees and contractors through regular training and refresher courses, ensuring they are well-informed about evolving legislation, pollution prevention strategies and waste minimisation techniques. These proactive measures not only mitigate environmental risks but also align with global sustainability goals, reinforcing the Company's commitment to responsible operations.	The Company's proactive efforts to manage environmental impacts and reduce its environmental footprint are integral to its long-term financial stability and operational resilience. By investing in emission reduction technologies and energy efficiency, the Company not only avoids potential financial impact and risks but also positions itself as a leader in sustainability. This enhances its reputation among stakeholders, including investors, customers and regulators, and creates opportunities for cost savings through optimised resource use. Furthermore, aligning with escalating environmental expectations helps the Company mitigate risks associated with regulatory changes and market shifts. These efforts ensure the Company remains competitive in a rapidly evolving landscape, while also contributing to a sustainable future. Overall, the financial implications of these initiatives are positive, as they support both operational efficiency and long-term value creation.	
<b>15   Water Effluent Management</b>			
The Company relies on water to maintain smooth operations. As a responsible corporate entity, it is essential to map and manage water usage across operations to ensure socially equitable and environmentally sustainable consumption.	The Company has adopted a comprehensive strategy to reduce freshwater withdrawal and consumption, aligning with its sustainability commitments. This includes maximising water recyclability and minimising external discharge through the deployment of advanced technologies and stringent governance measures. The Company monitors water usage, reviews performance and ensures compliance with applicable regulations. Additionally, it is actively exploring innovative solutions to improve water efficiency and enhance waste management protocols.	Water dependency poses a tangible risk to the Company's operations, potentially impacting resource availability and increasing costs in the future. However, the Company's commitment to sustainable water management practices mitigates these risks by reducing reliance on non-renewable resources and improving operational efficiency. Investments in advanced technologies and water recycling initiatives not only lower long-term operational costs but also strengthen the Company's reputation as an environmentally responsible organisation. These efforts position the Company to navigate regulatory changes and resource scarcity effectively, ensuring financial stability and resilience.	
<b>16   Ecosystem and Biodiversity</b>			
It is imperative for the Company to collaborate with stakeholders to address ecosystem and biodiversity concerns related to land use, greenfield expansions, and rehabilitation and redevelopment.	The Company is committed to preserving biodiversity and achieving a net positive impact on ecosystems. It conducts detailed impact assessments for projects where biodiversity is a consideration and implements periodic monitoring to evaluate ecosystem quality. The Company collaborates with stakeholders and partners to identify and advance approaches that align with its environmental goals. Successful initiatives include the development of green belts and the restoration of natural habitats, demonstrating its dedication to environmental stewardship.	The loss of ecosystems and biodiversity could lead to financial risks, project delays and increased operational costs. However, the Company's proactive measures to ensure compliance with biodiversity preservation requirements and its efforts to mitigate biodiversity risks help reduce these potential financial impacts. Initiatives such as habitat restoration and greenbelt development not only enhance the Company's environmental credentials but also contribute to long-term sustainability. These efforts strengthen the Company's reputation, ensure regulatory compliance and support its commitment to environmental responsibility, ultimately fostering financial resilience and stability.	

Indicate whether risk or opportunity (R/O) Risk Opportunity

Material issue identified	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)
<b>17   Waste Management &amp; Circular Economy</b> <span style="float: right;">🗑️</span>			
The Company generates various forms of waste, including hazardous materials, from the processing and storage of petroleum products. Improper management of these waste streams could pose risks to human health, the environment and regulatory compliance. Maximising circularity and innovation across the value chain is essential to mitigate these risks and promote sustainability.	The Company has implemented robust measures to reduce, recycle and manage hazardous waste streams effectively. A structured process is in place for decommissioning facilities, reducing regulatory and litigation risks and lowering associated costs. Additionally, the Company undertakes various initiatives to promote sustainability, such as recycling PET bottles and used PPEs, and developing innovative solutions such as waste-to-road and waste-to-oil technologies.	Inadequate waste management could lead to regulatory penalties, environmental damage and increased operational costs. However, the Company's consistent efforts to reduce waste generation and promote circular economy practices mitigate these risks. By investing in innovative waste management solutions and recycling initiatives, the Company not only reduces its environmental footprint but also lowers long-term operational costs. These efforts enhance the Company's reputation as a sustainable and responsible organisation, ensuring compliance with regulations and fostering financial resilience. The focus on circularity also opens up opportunities for cost savings and revenue generation through resource efficiency and waste valorisation or upcycling.	

Material issue identified	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)
<b>18   Health, Safety and Employee Well-Being</b> <span style="float: right;">👤</span>			
Ensuring the health, safety and well-being of employees is a non-negotiable priority for the Company. A safe and healthy working environment is essential to protect its human capital, maintain productivity and comply with regulatory requirements.	The Company has implemented a globally benchmarked Health, Safety and Environment (HSE) framework across all sites, services and offices. The principle "Safety of persons overrides all production targets" underscores its commitment to employee safety and well-being. Through initiatives such as the Change Agents for Safety, Health, and Environment (CASHE), an internationally recognised programme, the Company prioritises workplace safety and health. It also actively seeks employee feedback to continuously improve health and safety protocols, ensuring that practices evolve to meet changing workforce needs and industry standards.	Workplace incidents and inadequate safety measures could result in financial repercussions and operational disruptions. However, the Company's proactive approach to health and safety mitigates these risks. By investing in robust safety protocols and fostering a culture of continuous improvement, the Company reduces the likelihood of incidents and associated costs. Prioritising employee well-being also enhances productivity, morale and retention, contributing to long-term financial stability and operational efficiency. These efforts reinforce the Company's reputation as a responsible employer, ensuring compliance with regulations and safeguarding its human capital.	



Indicate whether risk or opportunity (R/O) ● Risk ● Opportunity

Material issue identified	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)
<b>19   Disaster Preparedness and Management</b> <span style="float: right;">🛡️</span>			
The Company's operations span geographical areas, including onshore, offshore and airborne activities, making it vulnerable to unplanned events, natural calamities which include industrial accidents, extreme weather events, earthquakes, floods, cyclones and other unforeseen events.	The Company has implemented a comprehensive disaster preparedness and management framework to mitigate risks and ensure operational resilience. Manufacturing sites are designed with a loss prevention design philosophy to minimise risks. Additionally, each site has pre-incident plans for emergency response and control, ensuring that resources, protocols and personnel are well-prepared to handle emergencies. The Company conducts regular drills and simulations to test and refine emergency response plans. The Company has developed robust business continuity plans (BCPs) that are regularly rehearsed to ensure readiness.	The Global Corporate Security (GCS) team plays a pivotal role in disaster management by working closely with business. Business operations are strengthened by a strong security risk mitigation framework and crisis management. Security professionals exploit their multi-domain knowledge and vast experience to achieve business continuity during disasters working closely with state and central government disaster management agencies.	By proactively addressing these risks, through upfront investment in resilient infrastructure, loss prevention design and emergency planning, the Company protects its workforce, safeguards its assets and ensures business continuity. These measures are critical in mitigating potential financial losses from operational disruptions, asset damage or reputational harm. Additionally, the Company's commitment to disaster preparedness enhances its reputation as a responsible and resilient organisation, which can positively influence stakeholder confidence and long-term financial stability.
<b>20   Security and Asset Management</b> <span style="float: right;">⚙️</span>			
Reliance's business interests are spread across the country and have a global impact. The Company's business interests are exposed to security threats that may arise from international, geopolitical, industrial relations, internal sabotage and similar situations. This necessitates establishing a robust security risk management framework to mitigate all possible risks.	Global Corporate Security (GCS) continuously monitors and manages security risks round the clock, across the Company's business operations. Operations are strengthened by a strong risk mitigation framework, crisis management and business continuity plans. Security professionals from sovereign uniformed forces form the core of the Company's security team. Their multi-domain knowledge and vast experience prove an asset when securing businesses. RIL's teams work closely with state forces to leverage their abilities to better secure the Company's assets.	Security incidents have the potential to cause harm to Reliance's people, information, assets and reputation. This could cause major disruption to the Company's businesses interests and inflict severe losses to life and finances.	

Indicate whether risk or opportunity (R/O) ● Risk ● Opportunity



**B**

Integrating the principles of the National Guidelines for Responsible Business Conduct into the structures, policies and processes ensure that stakeholder interests are integrated into the business fabric. Creating adequate governance enables businesses to contribute towards wider development goals.

**ISO certifications** related to Safety, Environment, Energy, Anti-Bribery Management System, Risk-Management, and Cybersecurity processes

**RIL's Approach**

↓

**Integrated ESG Governance**

RIL's integrated ESG governance architecture is anchored in a robust policy framework that upholds integrity, transparency and strict regulatory compliance, while promoting a culture of accountability across its operations and value chain. These policies are embedded into business processes to ensure consistently high standards of environmental and social performance. Oversight and strategic direction are provided by the Board through established committees, reinforcing disciplined governance and long-term value creation.

**An Integrated Approach to Sustainable Growth**



## Section B : Management and Process Disclosures



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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									
<b>P1</b>									
1. Code of Conduct <a href="https://www.ril.com/sites/default/files/Code-of-Conduct.pdf">https://www.ril.com/sites/default/files/Code-of-Conduct.pdf</a>	8. Our Code <a href="https://www.ril.com/sites/default/files/2023-01/ourcode.pdf">https://www.ril.com/sites/default/files/2023-01/ourcode.pdf</a>	3. Our Code <a href="https://www.ril.com/sites/default/files/2023-01/ourcode.pdf">https://www.ril.com/sites/default/files/2023-01/ourcode.pdf</a>	4. Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	5. Health, Safety & Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	6. Risk management Policy*				
2. Values & Behaviour <a href="https://www.ril.com/sites/default/files/2023-01/VB.pdf">https://www.ril.com/sites/default/files/2023-01/VB.pdf</a>	9. Business Partner Code of Conduct <a href="https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf">https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf</a>	4. Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	5. Health, Safety & Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	6. Risk management Policy*					
3. Anti-Bribery & Anti-Corruption <a href="https://www.ril.com/sites/default/files/reports/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf">https://www.ril.com/sites/default/files/reports/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf</a>	10. Corporate Social Responsibility Policy <a href="https://www.ril.com/sites/default/files/reports/CSR-Policy.pdf">https://www.ril.com/sites/default/files/reports/CSR-Policy.pdf</a>	<b>P3</b>							
4. Vigil Mechanism and Whistle-Blower Policy <a href="https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf">https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf</a>	11. Equal Opportunity Policy for Persons with Disabilities & Transgenders <a href="https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf">https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf</a>	1. Health, Safety & Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	2. Code of Conduct <a href="https://www.ril.com/sites/default/files/Code-of-Conduct.pdf">https://www.ril.com/sites/default/files/Code-of-Conduct.pdf</a>	3. Our Code <a href="https://www.ril.com/sites/default/files/2023-01/ourcode.pdf">https://www.ril.com/sites/default/files/2023-01/ourcode.pdf</a>	4. Equal Opportunity Policy for Persons with Disabilities & Transgenders <a href="https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf">https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf</a>				
5. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI) <a href="https://www.ril.com/sites/default/files/2025-06/UPSI-Code.pdf">https://www.ril.com/sites/default/files/2025-06/UPSI-Code.pdf</a>	12. Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	2. Code of Conduct <a href="https://www.ril.com/sites/default/files/Code-of-Conduct.pdf">https://www.ril.com/sites/default/files/Code-of-Conduct.pdf</a>	3. Our Code <a href="https://www.ril.com/sites/default/files/2023-01/ourcode.pdf">https://www.ril.com/sites/default/files/2023-01/ourcode.pdf</a>	4. Equal Opportunity Policy for Persons with Disabilities & Transgenders <a href="https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf">https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf</a>	5. Values & Behaviours <a href="https://www.ril.com/sites/default/files/2023-01/VB.pdf">https://www.ril.com/sites/default/files/2023-01/VB.pdf</a>				
6. Policy on materiality of Related Party Transactions (RPTs) and on dealing with RPTs. <a href="https://www.ril.com/sites/default/files/reports/Policy-on-Materiality-of-RPT.pdf">https://www.ril.com/sites/default/files/reports/Policy-on-Materiality-of-RPT.pdf</a>	13. Data Privacy Policy <a href="https://www.ril.com/privacy-policy">https://www.ril.com/privacy-policy</a>	3. Our Code <a href="https://www.ril.com/sites/default/files/2023-01/ourcode.pdf">https://www.ril.com/sites/default/files/2023-01/ourcode.pdf</a>	4. Equal Opportunity Policy for Persons with Disabilities & Transgenders <a href="https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf">https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf</a>	5. Values & Behaviours <a href="https://www.ril.com/sites/default/files/2023-01/VB.pdf">https://www.ril.com/sites/default/files/2023-01/VB.pdf</a>	6. Vigil Mechanism and Whistle-Blower Policy <a href="https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf">https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf</a>				
7. Policy on Determination and Disclosure of Materiality of Events and Information and Web Archival Policy <a href="https://www.ril.com/sites/default/files/2024-05/POLICY-ON-DETERMINATION-DISCLOSURE-OF-MATERIALITY-OF-EVENTS-AND-INFORMATION-AND-WEB-ARCHIVAL-POLICY-copy.pdf">https://www.ril.com/sites/default/files/2024-05/POLICY-ON-DETERMINATION-DISCLOSURE-OF-MATERIALITY-OF-EVENTS-AND-INFORMATION-AND-WEB-ARCHIVAL-POLICY-copy.pdf</a>	14. Health, Safety & Environment Policy <a href="https://www.ril.com/sustainability/health-safety-environment">https://www.ril.com/sustainability/health-safety-environment</a>	4. Equal Opportunity Policy for Persons with Disabilities & Transgenders <a href="https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf">https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf</a>	5. Values & Behaviours <a href="https://www.ril.com/sites/default/files/2023-01/VB.pdf">https://www.ril.com/sites/default/files/2023-01/VB.pdf</a>	6. Vigil Mechanism and Whistle-Blower Policy <a href="https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf">https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf</a>					
<b>P2</b>									
1. Business Partner Code of conduct <a href="https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf">https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf</a>	2. Code of Conduct <a href="https://www.ril.com/sites/default/files/Code-of-Conduct.pdf">https://www.ril.com/sites/default/files/Code-of-Conduct.pdf</a>								

\*RIL's internal policies are available on the Intranet portal of the Company and are accessible to the internal stakeholders of the Company.

7. Prevention of Sexual Harassment\*
8. Risk Management Policy\*

**P4**

1. Corporate Social Responsibility Policy  
<https://www.ril.com/sites/default/files/reports/CSR-Policy.pdf>
2. Our Code  
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
3. Code of Conduct  
<https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>
4. Anti-Bribery & Anti-Corruption Policy  
[https://www.ril.com/sites/default/files/reports/RIL\\_Anti-Bribery-and-Anti-Corruption-Policy.pdf](https://www.ril.com/sites/default/files/reports/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf)
5. Vigil Mechanism and Whistle-Blower Policy  
<https://www.ril.com/sites/default/files/reports/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>
6. Health, Safety & Environment Policy  
<https://www.ril.com/sustainability/health-safety-environment>
7. Prevention of Sexual Harassment\*
8. Risk Management Policy\*

**P5**

1. Equal Opportunity Policy for Persons with Disabilities & Transgenders  
[https://www.ril.com/sites/default/files/2023-09/Equal\\_Opportunity\\_Policy\\_no\\_email\\_ID.pdf](https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf)
2. Code of Conduct  
<https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>
3. Our Code  
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>

4. Vigil Mechanism and Whistle-Blower Policy  
<https://www.ril.com/sites/default/files/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>
5. Remuneration Policy for Directors  
<https://www.ril.com/sites/default/files/reports/Remuneration-Policy-for-Directors.pdf>
6. Prevention of Sexual Harassment\*
7. Risk Management Policy\*

**P6**

1. Health, Safety & Environment Policy  
<https://www.ril.com/sustainability/health-safety-environment>
2. Environment Policy  
<https://www.ril.com/sustainability/health-safety-environment>
3. Code of Conduct  
<https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>
4. Our Code  
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>

**P7**

1. Code of Conduct  
<https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>
2. Values & Behaviours  
<https://www.ril.com/sites/default/files/2023-01/VB.pdf>
3. Anti-Bribery & Anti-Corruption  
[https://www.ril.com/sites/default/files/reports/RIL\\_Anti-Bribery-and-Anti-Corruption-Policy.pdf](https://www.ril.com/sites/default/files/reports/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf)
4. Corporate Social Responsibility Policy  
<https://www.ril.com/sites/default/files/reports/CSR-Policy.pdf>
5. Risk Management Policy\*

**P8**

1. Corporate Social Responsibility Policy  
<https://www.ril.com/sites/default/files/reports/CSR-Policy.pdf>
2. Equal Opportunity Policy for Persons with Disabilities & Transgenders  
[https://www.ril.com/sites/default/files/2023-09/Equal\\_Opportunity\\_Policy\\_no\\_email\\_ID.pdf](https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf)
3. Code of Conduct  
<https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>
4. Our Code  
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
5. Health, Safety & Environment Policy  
<https://www.ril.com/sustainability/health-safety-environment>
6. Risk Management Policy\*

**P9**

1. Grievance Redressal Mechanism  
<https://www.ril.com/investors/shareholders-information/grievance-management>
2. Code of Conduct  
<https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>
3. Our Code  
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
4. Data Privacy Policy  
<https://www.ril.com/privacy-policy>
5. Business Partner Code of Conduct  
[https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-\(BPCOC\).pdf](https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf)
6. Risk Management Policy\*

\*RIL's internal policies are available on the Intranet portal of the Company and are accessible to the internal stakeholders of the Company.

## Section B : Management and Process Disclosures



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>										
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	P1	ISO 9001, GRI Standard 2021, UNGC Principles, ISO 37001, ISO 31000								
	P2	ISO 9001, GRI Standard 2021, ISO 14001, GRS, RC 14001, ISO 31000								
	P3	ISO 9001, GRI Standard 2021, ISO 45001, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, RC 14001, National Accreditation Board for Testing and Calibration Laboratories (NABL), NABH (National Accreditation Board for Hospitals & Healthcare Providers), UNGC Principles, ISO 31000								
	P4	ISO 9001, GRI Standard 2021, RC 14001, UNGC Principles, ISO 31000								
	P5	ISO 9001, GRI Standard 2021, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Principles, ISO 45001, RC 14001, ISO 31000								
	P6	ISO 9001, GRI Standard 2021, ISO 14001, REACH, ISO 50001, RC 14001, UNGC Principles, ISO 31000								
	P7	ISO 9001, GRI Standard 2021, UNGC Principles, ISO 31000								
	P8	ISO 9001, GRI Standards 2021, ISO 31000								
	P9	ISO 9001, GRI Standard 2021, ISO 27001, RC 14001, ISO 31000								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>RIL has set a target to achieve Net Carbon Zero by 2035. In line with this ambition, the Company is deploying its intellectual, manufactured and financial capitals to re-engineer core operations, enable sustainable growth and progressively transition towards cleaner fuels.</p> <p>The key pillars of Reliance's carbon reduction strategy include:</p> <ul style="list-style-type: none"> <li>- Improving energy efficiency and reducing energy intensity of operations.</li> <li>- Transitioning to clean and renewable energy.</li> <li>- Making CO<sub>2</sub> a recyclable resource.</li> <li>- Upgrading syngas to high-value chemicals.</li> <li>- Replacing transportation fuel with cleaner alternatives.</li> <li>- Converting transportation fuels into valuable petrochemicals and material building blocks.</li> </ul> <p>Aligned to its strategic vision, the Company is accelerating the scale-up of its New Energy and New Materials businesses. This transformation is anchored in:</p> <ul style="list-style-type: none"> <li>- Establishing and enabling 100 GW of renewable energy capacity by 2030.</li> <li>- Expanding Compressed Biogas (CBG) capacity to over 500 plants by 2030.</li> <li>- Creating a multi-pronged, gigawatt-scale clean energy ecosystem with solar, battery storage and hydrogen at the Dhirubhai Ambani Giga Energy Complex at Jamnagar.</li> </ul>									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>RIL continues to make steady progress towards its Net Carbon Zero target by 2035, with focused actions across energy efficiency, clean energy transition, carbon capture and utilisation, and industrial decarbonisation. During the year, energy savings from energy conservation schemes and renewable energy consumption stood at 2 Million GJ and 5.4 Million GJ, respectively, supporting the reduction of GHG emissions. The Company's sites, Hazira, Dahej, Hoshiarpur and Barabanki, continued co-firing of biomass, contributing to green energy usage and GHG emissions reduction. Commissioning of 400kV Central Transmission Utility (CTU) facility, along with a 220kV cable network at Jamnagar, enabled the import of ~0.5 Million GJ of renewable electricity this year.</p> <p>This year, RIL is progressing on its bio-energy initiative with 55 Compressed Biogas (CBG) plants under development. The Company has commissioned its solar cell and module manufacturing lines, with 200 MWp of HJT modules delivered, and is on-track for 20 GWp annual integrated capacity. RIL has also progressed the construction of its battery giga factory, with operations planned to commence in 2026 and an initial capacity of 40 GWh per annum, scalable modularly to 100 GWh.</p>									
<b>Governance, leadership, and oversight</b>										
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)	<p>Reliance Industries Limited (RIL) remains committed to ethical business conduct and sustainable value creation. The Company continues to contribute meaningfully to building a better India and a better world, with a focus on delivering high-quality products and services.</p> <p>RIL remains steadfast in balancing growth with responsibility, investing in sustainable technologies and empowering communities to foster an inclusive future. These efforts, supported by prudent decision-making and advanced manufacturing capabilities, enable the Company to mitigate risks, capitalise on opportunities and deliver long-term value for all stakeholders.</p>									

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	RIL's target of achieving Net Carbon Zero by 2035 continues to guide its long-term transformation. During the year, the Company advanced several energy efficiency initiatives, continued the use of cleaner energy across operations and progressed the development of integrated New Energy capabilities encompassing solar manufacturing, energy storage, green hydrogen and Compressed Biogas. The Company's Oil-to-Chemicals (O2C) business maximised capacity utilisation while advancing disciplined capital allocation and strategic investments, while the Exploration & Production (E&P) business has continued to bolster India's energy security.								
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.	<p>RIL continues to transparently disclose its sustainability performance through the Securities and Exchange Board of India's (SEBI's) Business Responsibility and Sustainability Report (BRSR) and the Integrated Annual Report. The Board remains committed to providing strategic oversight to ensure that ESG considerations are embedded across decision-making, enabling the Company to create long-term value for stakeholders while contributing to a net carbon-zero future.</p> <p>The Environmental, Social and Governance Committee is responsible for the implementation and oversight of the Business Responsibility Policy. The details of the ESG Committee are mentioned in response to question no. 9 below.</p> <p>Yes. The Environmental, Social and Governance Committee of the Board is responsible for decision making on sustainability-related issues. The details of the composition of the ESG Committee are provided below:</p> <ol style="list-style-type: none"> <li>1. Shri Hital R. Meswani: Chairman – Executive Director</li> <li>2. Shri P. M. S. Prasad: Member – Executive Director</li> <li>3. Smt. Arundhati Bhattacharaya: Member – Independent Director</li> </ol>								
<b>10. Details of Review of NGRBCs by the Company:</b>									
Subject for Review	Indicate whether the review was undertaken by Director / Committee of the Board / Any other Committee – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The adequacy and effectiveness of the policies of the Company is reviewed by the concerned department/businesses heads, and by the ESG Committee of the Board in consultation with the concerned stakeholders, wherever required. Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with applicable statutory requirements relevant to the NGRBC Principles. The status of compliance with applicable statutory requirement is reviewed by the Committees of the Board. Periodically								
<b>11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>									
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes. The Health Safety and Environment Policy of the organisation is externally evaluated. The Company also obtains HSE/ Environment processes related certifications under various national and international standards, including ISO 14001, ISO 45001, etc. Further, as part of ISO 37001, certification of Anti-Bribery Management System (ABMS) is implemented by RIL. External auditor, BSI, evaluates various governance components, including RIL's Anti-Bribery & Anti-Corruption (ABAC) Policy and allied processes. Also, cybersecurity practices of the organisation are evaluated and certified as part of the ISO 27001 exercise for respective RIL businesses.									
The company has adopted ISO 31000-Risk Management Standard and aligned its risk management framework to the requirements of this standard. Various operating units of the company have also obtained certification ISO 50001- Energy Management System. These are certified by accredited third-party certification bodies and also include assessment of the policies of the Company. A summary of certifications received by RIL is included in response to the disclosure in question 4 of Section B of this report.									
As a good governance practice, policies are periodically reviewed and updated by concerned department/business heads in consultation with stakeholders (wherever required), and approved by the management/Committees of the Board or the Board itself, as applicable. The Company has a robust "Policy Life-Cycle Management System" in place for formal system-enabled review and evaluation of various organisational policies from time to time.									
<b>12. If the answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:</b>									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA
NA denotes Not Applicable. This applies to the entire report.									

P1

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

While business activities are essential to facilitate human well-being, they can impact the environment and society in various ways. Responsible business conduct can go a long way to limit and mitigate these impacts. Therefore, businesses must balance the needs of people and the planet with the goal of prosperity. They must operate transparently, comply with regulations and stay accountable to their stakeholders.

**100% employees and workers**

Covered by the Code of Conduct, and anti-bribery, anti-corruption, cybersecurity and related awareness programmes

**No disciplinary action**

Against any Director, KMP, employee or worker for bribery or corruption during the reporting period

RIL's Approach



**Do the Right Thing – First Time, Every Time**






At RIL, ethical conduct forms the foundation of its core business philosophy and long-term value creation approach. This commitment is reinforced through clearly defined frameworks, including 'Our Code,' 'Code of Conduct' and 'Values & Behaviours', which guide integrity, transparency and openness across all levels of the organisation.






An Integrated Approach to Sustainable Growth

Interlinkages

RIL's Material Topics

-  Business Ethics, Integrity and Transparency
-  Regulatory Issues and Compliance
-  Code of Conduct
-  Economic Performance
-  Sustainable Supply Chain Management

<IR> Framework

-  Human Capital
-  Social and Relationship Capital
-  Financial Capital
-  Governance

Stakeholders

Employees, Investors, Government/Regulators, Suppliers

Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

### Principle 1:


#### 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	% of persons in respective category covered by the awareness programmes
Board of Directors	6	<p><b>Executive Directors</b></p> <ol style="list-style-type: none"> <li>ESG Familiarisation Programme covering Global Sustainability Landscape, Business Responsibility &amp; Sustainability Report, Reasonable Assurance and related updates</li> <li>Code of Conduct</li> <li>Anti-Bribery Management System</li> <li>Cybersecurity Awareness</li> <li>Creating a Respectful Workplace (POSHA)</li> <li>Reliance Management System</li> </ol> <p><b>Independent Directors and Non-Executive Directors</b></p> <ol style="list-style-type: none"> <li>ESG Familiarisation Programme covering Global Sustainability Landscape, Business Responsibility &amp; Sustainability Report, Reasonable Assurance and related updates</li> <li>Code of Conduct</li> <li>Familiarisation Programmes on:                             <ol style="list-style-type: none"> <li>Regulatory changes and their impact;</li> <li>Compliance management framework;</li> <li>Corporate Social Responsibility (CSR) Initiatives and annual action plan;</li> <li>Performance on Health, Safety and Environment matters at the various manufacturing sites;</li> <li>Overview on Corporate Governance &amp; stakeholder engagements;</li> <li>Employee relations – workforce management and Learning and Development – functional capability building;</li> <li>Enterprise risk management – covering risk relating to Refining &amp; Marketing, Petrochemicals, E&amp;P, new energy businesses and treasury function;</li> <li>Cyber security and data privacy including emerging cyber security threats</li> <li>Industry outlook and global business scenario;</li> <li>Exploration &amp; Production (E&amp;P) landscape.</li> </ol> </li> </ol> <p><b>Principles covered:</b> All NGRBC Principles</p>	100%
Key Managerial Personnel	6	<ol style="list-style-type: none"> <li>ESG Familiarisation Programme covering Global Sustainability Landscape, Business Responsibility &amp; Sustainability Report, Reasonable Assurance and related updates</li> <li>Code of Conduct</li> <li>Anti-Bribery Management System</li> <li>Cybersecurity Awareness</li> <li>Creating a Respectful Workplace (POSHA)</li> <li>Reliance Management System</li> </ol> <p><b>Principles covered:</b> All NGRBC Principles</p>	100%
Employees other than BoD and KMPs*	7	<ol style="list-style-type: none"> <li>Code of Conduct</li> <li>Anti-Bribery Management System</li> <li>Cybersecurity Awareness</li> <li>Creating a Respectful Workplace (POSHA)</li> <li>Reliance Management System - Management Systems including Operations Management Systems and HSEF policies</li> <li>Information Security Awareness Course</li> <li>Mandatory Course on Code of Conduct, Anti-Bribery, Anti Corruption and POSHA</li> </ol> <p><b>Principles covered:</b> P1, P3, P5</p>	100%
Workers	2	<p>All workers undergo a toolbox talk and learning from incident session.</p> <p><b>Principles covered:</b> P3, P5</p>	100%

**Note:** All employees are strongly encouraged to complete the following training courses annually:

- Code of Conduct: Employees gained an understanding of Reliance's commitment to ethical behaviour and how they can adhere to it.
- Anti-Bribery Management System: Employees gained an understanding of possible unethical business practices and the practices they should follow to secure themselves as well as the organisation.
- Cybersecurity Awareness: Apart from the mandatory training, employees received frequent communication and refreshers from the Information Risk Management (IRM) team so they could stay updated on the latest threats, scams and harmful practices and safeguard themselves and their assets. With this knowledge, they also support the IRM team by reporting potential threats.

 All indicators that are assured.

- Creating a Respectful Workplace: Prevention of Sexual Harassment Act (POSHA): Employees gained a better understanding of respectful workplace practices.
  - Reliance Management System: Management systems including Operating Management Systems and Health, Safety, Environment and Fire (HSEF) policies. Employees gained an understanding of the core documents of the organisation as well as its approach to health, safety and environment.
  - Information Security Awareness Course: Empowers employees to recognise and responsibly handle classified information, secure passwords, and avoid cyber threats like phishing, malware and unsafe Wi-Fi usage. The programme builds a security-first mindset through real-world risks, best practices and preventive behaviours.
  - Mandatory Course on Code of Conduct, Anti-Bribery, Anti-Corruption and POSHA: Reinforces the importance of integrity through adherence to the Code of Conduct, strict prohibition of bribery and corruption, and fostering a respectful, harassment-free workplace under POSH guidelines. The programme empowers employees to make ethical decisions, report concerns, and uphold a culture of trust and accountability.
- \*During the year, Reliance continued to strengthen employee capability through structured learning interventions delivered by its Learning Academies, with a focus on functional excellence, digital skills and behavioral competencies.

##### 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>				
Penalty/ Fine			Refer page 63-64 of Integrated Annual Report FY 2025-26	
Settlement	NA	NA	0	NA
Compounding fee	NA	NA	0	NA
<b>Note:</b> Does not include penalties by regulators in the ordinary course of business				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
<b>Non-Monetary</b>				
Imprisonment	NA	NA	NA	
Punishment	NA	NA	NA	

##### 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
NA	NA

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

Yes. RIL has in place an Anti-Bribery and Anti-Corruption (ABAC) Policy and hosted it on its corporate website <https://www.ril.com/> so that it is accessible to internal and external stakeholders. The policy aims to provide requisite granularity and create a one-stop repository of expectations from employees and Business Partners to effectively prevent, identify and respond to bribery risks. The ABAC Policy can be accessed at [https://www.ril.com/sites/default/files/reports/RIL\\_Anti-Bribery-and-Anti-Corruption-Policy.pdf](https://www.ril.com/sites/default/files/reports/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf).

## Section C : Principle-Wise Performance Disclosure

### Principle 1:

#### ESSENTIAL INDICATORS

##### 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	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

##### 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.

There are no instances of any such action on the Company that has been initiated by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	108	101

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	36.83%	29.63%
	b. Number of trading houses where purchases are made from	9	1
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.09%	0.75%
	b. Number of dealers / distributors to whom sales are made	179	137
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	62.30%	55.47%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	44.96%	40.77%
	b. Sales (Sales to related parties / Total Sales)	62.93%	57.02%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	68.65%	64.87%

**Note:** For Trading Houses: The disclosure in this regard has been provided on the basis of information available with the Company and will be augmented on a go-forward basis.

#### LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Oil to Chemicals - The Supplier Code of Conduct has been updated to align with RIL's vision and commitment to Sustainable Procurement. The revised Code communicates expectations to suppliers, reinforcing shared responsibility towards sustainability. Business makes value chain partners aware of various principles informally as and when required.	100%
1	Exploration and Production - Adherence to Reliance Code of Conduct trainings for vendors were conducted.	100%
1	Bio Energy - Awareness initiatives are systematically undertaken for all customers during onboarding to ensure communication of product specifications, benefits, and application methods.	100%
1	Procurement and Contracts (P&C) - The Supplier Code of Conduct communicates the Company's expectations to suppliers and is aligned with RIL's vision and commitment to Sustainable Procurement.  Further, P&C during the year conducted supplier engagement webinars, as part of the Company's Sustainability Agenda. These sessions were intended to align vendor partners with evolving Environmental, Social, and Governance (ESG) expectations in both Indian and global contexts, while clearly communicating RIL's Supplier Sustainability Program and outlining expectations from partners.  The week-long initiative witnessed strong participation interest, with over 1000+ supplier representatives registered across sessions and ~350 participants attending the webinars.  The webinar successfully achieved its primary objective of building awareness and clarity on sustainability expectations. Around ~85-90% participants rated the session as "Clear" or "Very Clear" in explaining RIL's sustainability vision.	100%

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

Yes. The Company has implemented robust mechanisms to identify, disclose and manage conflicts of interest involving members of the Board, in line with its Code of Conduct and applicable regulatory requirements.

The Company's Code of Conduct gives guidance and reflects the Core Values of the Company. It also addresses potential scenarios of conflict of interest and requires intimation/ consent of the Ethics and Compliance Task Force. The Code acknowledges that it does not address all possible forms of conflict and encourages to take right decisions when faced with difficult choices guided by good judgment.

All Board members are required to make disclosures relating to their financial interests, affiliations, and relationships that could potentially influence their decision-making, both at the time of appointment and on a periodic basis thereafter, in accordance with statutory and regulatory requirements. In the event of identification of any actual or potential conflict of interest, the concerned Board member is required to recuse from deliberations and refrain from voting on the relevant matter.

**P2**

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

Responsible businesses must adopt safe, resource-efficient and low-carbon technologies to design, manufacture, procure and supply goods & services to customers. Sustainable production and consumption are key to enhancing people's quality of life and preserving the planet's natural resources.

**29,000+ MT plastics** Recycled in the reporting period

**Engaged with 80% suppliers and customers (by value)** To assess their sustainability practices

**RIL's Approach**



**Building a Resilient India and a Greener Planet**

RIL deploys advanced deep-tech capabilities, AI-driven systems, operational excellence and a future-ready workforce to deliver superior products and services while advancing efficient and sustainable resource use. Anchored in its 'We Care' philosophy, the Company integrates environmental responsibility, energy transition and societal progress into its growth model. These commitments are embedded across businesses through established frameworks, including Our Code, the Code of Conduct, the Corporate Social Responsibility Policy, the Health, Safety & Environment Policy and the Business Partner Code of Conduct, reinforcing integrity, accountability and long-term value creation across the value chain.



**An Integrated Approach to Sustainable Growth**

**Interlinkages**

**RIL's Material Topics**

- Raw Material Security
- Innovation and Technology
- Waste Management and Circular Economy
- Sustainable Supply Chain Management

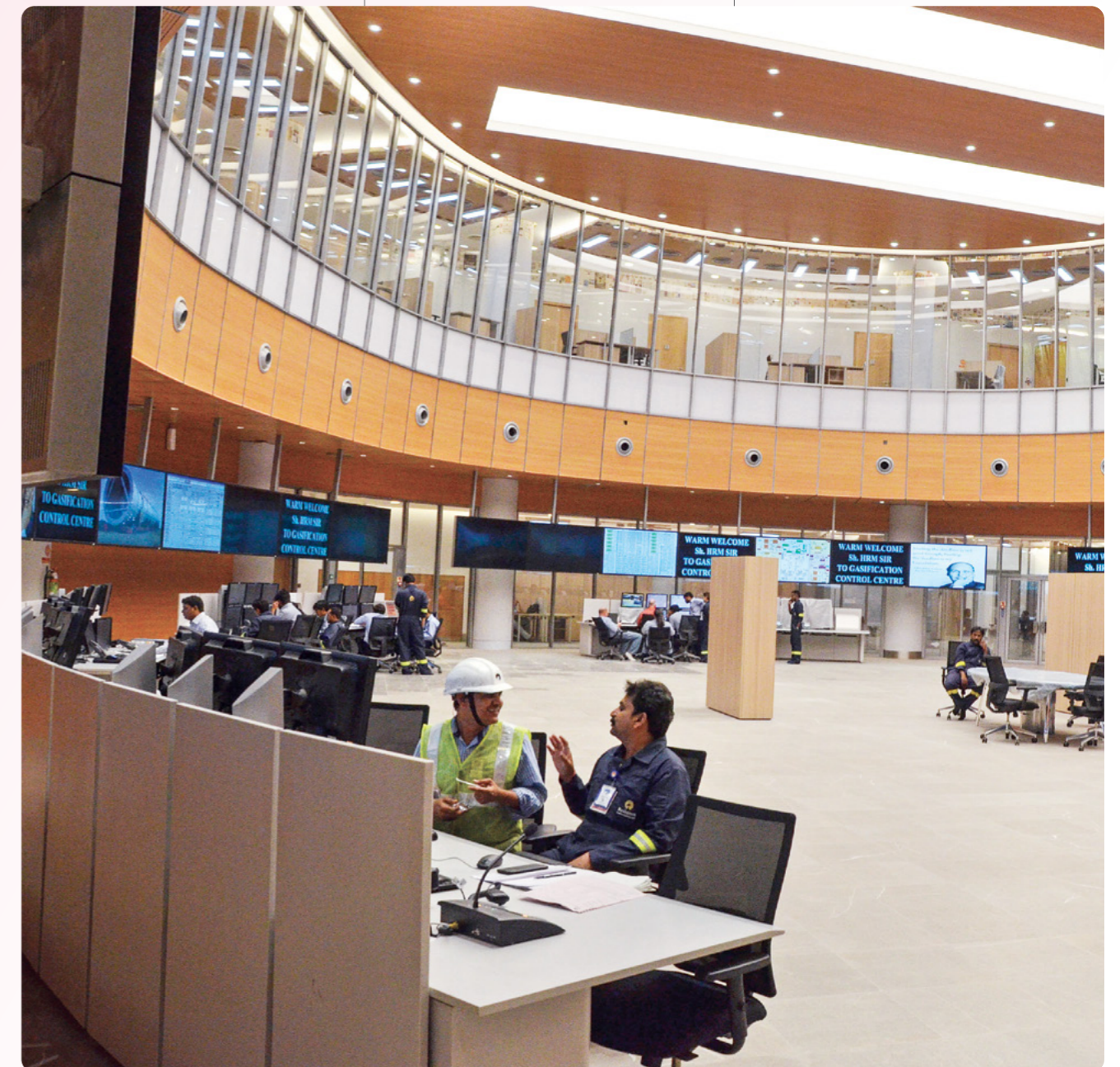
**<IR> Framework**

- Intellectual Capital
- Natural Capital
- Manufactured Capital
- Social and Relationship Capital

**Stakeholders**

Customers, Government/Regulators, Suppliers

**Sustainable Development Goals**



## Section C : Principle-Wise Performance Disclosure

### Principle 2:

#### 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	29.16%	36.64%	Investment included the following R&D projects with focus on environmental and social impacts: non-phthalate PP catalyst, biomass catalytic gasification, 100% hydrogen firing in industrial pilot furnace in ethane cracker, value creation of PTA waste material, chemical recycling of polyester, bio-compostable polybutylene adipate terephthalate (PBAT) polymer and energy efficient Liquid Phase Isomerization (LPI) process for aromatics unit. Benefits from these R&D projects include waste recycling and reducing dependency on traditional feedstocks, reduction in GHG emissions, and safer, durable & efficient product.
Capex	70.84%	63.36%	Investing in efforts towards developing technologies such as disentangled polyethylene powder for tape production, non-phthalate polypropylene catalyst, bio-compostable polybutylene adipate terephthalate (PBAT) polymer and algae-based super proteins can significantly improve societal needs by enabling the creation of lightweight bulletproof jackets, safer and environmentally friendly products and providing nutritional supplements. Additionally, driving innovation to enable a sustainable energy transition.

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

Yes, the Company has established a comprehensive framework for sustainable sourcing, outlining its Vision, Guiding Principles, Governance Mechanism and initiatives for supplier capability building. RIL's Business Partner Code of Conduct (BPCoC) upholds the highest ethical standards, including human rights requirements, and is embedded in all its business agreements. Similarly, RIL's Supplier Code of Conduct (SCoC) reflects the Company's commitment to the highest standards of ethics across human rights, integrity, labour practices, health, safety, environment and compliance, and forms an integral part of all supplier agreements.

Further, in Oil to Chemicals business, value chain impacts are addressed through multimodal transportation, compliance with maritime environmental regulations and chartering of eco-vessels to reduce fuel consumption and lower carbon footprint.

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

As part of its 'Sustainability Excellence Programme', Reliance is working with independent third-party sustainability assessment providers 'CredibleESG' and PwC to conduct value chain assessments aligned with the BRSR Core framework. The assessment evaluates the value chain partners across 9 attributes, covering key ESG area such as environmental performance, workforce well-being and safety, diversity and inclusion, responsible supply chain management, ethical business conduct, and governance practices. Through this initiative, Reliance engaged with over 80% of its suppliers and customers, assessed 46.7% of its value chain partners, and further evaluated 8% of the value chain partners. 36.1% (by value) of suppliers and 56.5% (by value) of customers have completed the assessment this year. Additionally, 6% (by value) of suppliers and 10% (by value) of customers have been evaluated basis their publicly available data.

The Bio Energy business actively engaged with its suppliers and channel partners to ensure sustainable sourcing. As per the Bio Energy business methodology, the Company commits to responsible sourcing practices across channels.

##### 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.

###### (a) Plastics (Including packaging)

###### PET Recycling :

Recron Green Gold™ Polyester Staple Fibre (rPSF), a part of Reliance's eco-friendly fabric portfolio, is manufactured through the mechanical recycling of waste PET bottles. Reliance has a recycling capacity of approximately 3000 TPM at its facilities in Hoshiarpur, Barabanki, and Nagothane. Reliance has a robust supply chain network across the nation for PET Recycling. To cater to demand from FMCG segment for packaging, Reliance is setting up 27 KTA food grade rPET plant at Silvassa integrated with a washline. The new site will convert 2.7 billion bottles per annum of post-consumer bottles to food grade quality rPET resin.

###### PO Recycling (EcoRepol™ and EcoRelene™) :

One of RIL's key initiatives is the development of EcoRepol™ and EcoRelene™, which offer sustainable packaging solutions for non-food and non-pharma applications. EcoRepol™ (recycled polypropylene) and EcoRelene™ (recycled polyethylene) are used in applications such as packaging, automotive components, and household goods. At present, these products are being produced through vendor partners.

###### Waste to Oil (CircuRepol™ and CircuRelene™) :

RIL JMD site has been certified for International Sustainability and Carbon Certification Plus (ISCC Plus) certification as per mass balance approach, enabling it to produce circular polymers CircuRepol™ (PP) and CircuRelene™ (PE) by processing waste plastic pyrolysis oil. RIL is also a member of ISCC association. RIL HMD and NMD sites have also obtained ISCC PLUS certification, further strengthening its sustainability credentials by enabling traceable, mass-balance-based sourcing of circular and bio-based feedstocks, and reinforcing compliance

with global sustainability and supply-chain transparency requirements.

###### Waste to Road – ReRoute™ :

RIL has developed ReRoute™, an innovative solution that uses hard-to-recycle end-of-life flexible plastic packaging waste in road construction. ReRoute™ can be blended with bitumen and helps improve road durability by enhancing resistance to water damage. This approach reduces plastic waste going to landfills while supporting the development of more resilient road infrastructure.

###### Bio Energy :

The business operates on a waste-to-energy model, wherein organic waste is processed through anaerobic digestion to produce Compressed Biogas (CBG) as a renewable energy source, along with other valuable by-product. Hence, no plastic, e-waste or other hazardous-waste is generated as end of life.

###### (b) E-waste

Presently there are no products manufactured that will generate e-waste at the end of life.

###### (c) Hazardous waste

Presently there are no products manufactured that will generate hazardous waste at the end of life.

###### (d) Other waste

NA

##### 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.

Yes, the Petrochemicals business is registered as a Brand Owner on Centralised EPR portal developed by the Central Pollution Control Board (CPCB) as per the requirements of the Plastic Waste Management Rules, 2016. Also, all recycling plants are registered on the portal as Plastic Waste Processors.

## Section C : Principle-Wise Performance Disclosure

### Principle 2:

#### LEADERSHIP INDICATORS

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

As of FY 2025-26, Life Cycle Assessments (LCA) has been conducted for a total of 21 products.

NIC Code	Name of Product/Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
192001	Diesel	37.31%	Cradle to Gate	Yes	Yes, Methodology of LCA is provided in the annexure of BRSR for FY 2022-23: <a href="https://www.ril.com/sites/default/files/2023-08/BRSR202223.pdf">https://www.ril.com/sites/default/files/2023-08/BRSR202223.pdf</a> . Results would be provided on request to customers on a case-to-case basis.
192001	Gasoline	10.94%	Cradle to Gate	Yes	
192001	Naphtha	2.51%	Cradle to Gate	Yes	
192001	Aviation Turbine Fuel (ATF)	6.04%	Cradle to Gate	Yes	
192001	Alkylate	4.05%	Cradle to Gate	Yes	
192001	Liquified Petroleum Gas (LPG)	1.87%	Cradle to Gate	Yes	
192001	Fuel Oil	0.74%	Cradle to Gate	Yes	
192001	Tertiary Amyl Methyl Ether (TAME)	0.24%	Cradle to Gate	Yes	
192001	Sulphur	1.12%	Cradle to Gate	Yes	
201301	Polypropylene (PP)	5.77%	Cradle to Gate	Yes	
201301	Polyethylene (PE)	5.06%	Cradle to Gate	Yes	
201108	p-Xylene (PX), o-Xylene (OX), Benzene (BZ)	2.49%	Cradle to Gate	Yes	
201108	Purified Terephthalic Acid (PTA)	2.95%	Cradle to Gate	Yes	
201301	Polyvinyl Chloride (PVC)	1.21%	Cradle to Gate	Yes	
203003	Filament	2.48%	Cradle to Gate	Yes	
201301	Polyethylene Terephthalate (PET)	1.74%	Cradle to Gate	Yes	
203002	Staples - Fibre	1.62%	Cradle to Gate	Yes	
201108	Monoethylene Glycol (MEG)	1.09%	Cradle to Gate	Yes	
201302	Poly Butadiene Rubber (PBR)	0.50%	Cradle to Gate	Yes	
201302	Styrene Butadiene Rubber (SBR)	0.46%	Cradle to Gate	Yes	
201108	Linear Alkyl Benzene (LAB)	0.38%	Cradle to Gate	Yes	
<b>Total</b>		<b>90.57%</b>			

“Extended Producer Responsibility” means the responsibility of a producer for the environmentally sound management of the product until the end of its life. The Uniform Framework for Extended Producers Responsibility issued by the Ministry of Environment, Forest and Climate Change places responsibility on producers, importers and brand owners to establish a system for collecting back the plastic waste generated due to their products and submit a plan for such collection with the relevant Pollution Control Board(s).

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

Name of Product/Service	Description of the risk / concern	Action Taken
3 Petrochemical Products assessed in FY 2024-25.	LCA exercise has not revealed any specific risks or concerns across the 5 relevant impact categories, namely Acidification, Global Warming, Marine Eutrophication, Freshwater Eutrophication and Water Scarcity.	RIL has set an ambitious goal to achieve Net Carbon Zero by 2035 and continues to advance steadily on its energy transition pathway. The Company is developing a fully integrated renewable energy ecosystem - anchored by giga-scale manufacturing of solar PV modules, energy storage systems and electrolyzers - to establish and enable 100 GW renewable energy by 2030 and to support green hydrogen production with a plan to scale up to 3 MMTPA of green hydrogen equivalent production capacity by 2032. During FY 2025-26, focused efforts were undertaken to strengthen its New Energy ecosystem, increase renewable energy uptake, expand bioenergy integration and enhance process efficiencies across operations. These initiatives are aimed at ensuring secure, reliable and cost-effective clean energy for captive consumption.
9 Refinery Products and 9 Petrochemical Products assessed in FY 2022-23 (mentioned in Principle 2, Leadership Indicator 1)		
		At the same time, RIL remains committed to lowering the energy intensity of its own operations through energy-efficient project design for new projects and continued process optimisation. Together, these measures are expected to further reduce greenhouse gas emissions and mitigate acidification impacts across its value chain.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Polyester Staple Fibre (PSF) & Polyester Fibre Fill (PFF)	3.8%	3.8%
PET	0.4%	0.4%

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	29,715	34,430*	Nil	29,464	33,400*
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

\*The EPR Guidelines were introduced in the Plastic Waste Management (amendment) Rules 2022. As per these Guidelines, the EPR compliance has been followed, enabling the safe disposal of plastic waste.

#### PLASTIC SAFELY DISPOSED

**34,430 MT**

▲ FY 2025-26

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
POY (partially oriented yarn)	60%

P3

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

Sustainable businesses must treat employees and workers within their organisation and value chains equitably and with dignity and protect their health and safety. Empowering policies, processes and systems spanning the employee life cycle ensure equal opportunity, fair working conditions and pay, and career development and progression opportunities for overall employee well-being.

**100% employees and workers**  
Covered by the organisational insurance and benefits during FY 2025-26

RIL's Approach



Care and Compassion for the 'One Reliance' Family

RIL, as a people-centric institution, nurtures the 'One Reliance' family through a culture rooted in care, dignity and respect, as reflected in 'Our Code' and 'Values & Behaviours'. The Company prioritises safe, reliable and responsible operations while investing in leadership development, skill enhancement and AI-ready capabilities. In line with its commitment to safe and responsible operations, the Company places the highest priority on health, safety and well-being across all workplaces. Comprehensive health programmes, preventive care, employee assistance initiatives and robust safety systems are complemented by continuous skill development and leadership training. Together, these measures foster a secure, inclusive and high-performance environment that supports both personal fulfilment and professional growth.



An Integrated Approach to Sustainable Growth

Interlinkages

RIL's Material Topics

- Health, Safety, and Employee Well-being
- Diversity and Inclusion
- Talent Management
- Labour Management
- Grievance Redressal Mechanism
- Sustainable Supply Chain Management

<IR> Framework

- Human Capital
- Social and Relationship Capital

Stakeholders

Employees, Suppliers, Government/Regulators

Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

### Principle 3:

#### 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)
<b>Permanent employees</b>											
Male	31,689	31,689	100	31,689	100	NA	NA	31,689	100	22,513	71
Female	2,377	2,377	100	2,377	100	2,377	100	NA	NA	2,152	91
<b>Total</b>	<b>34,066</b>	<b>34,066</b>	<b>100</b>	<b>34,066</b>	<b>100</b>	<b>2,377</b>	<b>100</b>	<b>31,689</b>	<b>100</b>	<b>24,665</b>	<b>72</b>
<b>Other than Permanent employees</b>											
Male	4,084	4,084	100	4,084	100	NA	NA	4,084	100	1,748	43
Female	164	164	100	164	100	164	100	NA	NA	122	74
<b>Total</b>	<b>4,248</b>	<b>4,248</b>	<b>100</b>	<b>4,248</b>	<b>100</b>	<b>164</b>	<b>100</b>	<b>4,084</b>	<b>100</b>	<b>1,870</b>	<b>44</b>

##### 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)
<b>Permanent workers</b>											
Male	3,165	3,165	100	3,165	100	NA	NA	3,165	100	3,161	100
Female	39	39	100	39	100	39	100	NA	NA	38	97
<b>Total</b>	<b>3,204</b>	<b>3,204</b>	<b>100</b>	<b>3,204</b>	<b>100</b>	<b>39</b>	<b>100</b>	<b>3,165</b>	<b>100</b>	<b>3,199</b>	<b>100</b>
<b>Other than Permanent workers</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.07%	0.05%

**Note:** Aforementioned well-being costs include costs incurred for health insurance, accident insurance, maternity and paternity benefits, daycare facilities, medical expenses and team building expenses, among others, for employees and workers. The cost of well-being measures is over ₹360 Crore in FY 2025-26, which has increased as compared to previous financial year.

### 100% of employees

Covered for health insurance, accident insurance, maternity and paternity benefits



##### 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	NA	100	100	NA
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Y	100	100	Y
Others - please specify	NA	NA	NA	NA	NA	NA

**Note:** All eligible retirement benefits are paid in accordance with statutory requirements.

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

Yes, there is every endeavour to ensure all requirements of any differently abled person working at any of the offices is completely provided for and met.

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

Yes, RIL believes in equal rights of all individuals regardless of race, colour, national origin, religion, caste, gender, age, sexual orientation, gender identity or expression, marital status, medical condition, disability or any other characteristics or status that is legally protected. This is enshrined in the Company's Code of Conduct, which can be accessed at <https://www.ril.com/sites/default/files/Code-of-Conduct.pdf>



Our Equal Opportunity Policy can be accessed on the website via the link [https://www.ril.com/sites/default/files/2023-09/Equal\\_Opportunity\\_Policy\\_no\\_email\\_ID.pdf](https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	84.1%	NA	NA
Female	100%	77.6%	NA	NA
<b>Total</b>	<b>100%</b>	<b>83.9%</b>	<b>NA</b>	<b>NA</b>

**Note:** No female permanent worker availed maternity leave in the reporting period hence return to work and retention rate are not applicable. Paternity leave is provided only to employees hence Return to Work and Retention Rate are reported as NA.

Return to work rate, for each category of employee (male / female / others):

$$\frac{\text{(Total number of employees that did return to work after parental leave in the reporting period * 100)}}{\text{(Total number of employees due to return to work after taking parental leave in the reporting period)}} = \text{Return to work rate}$$

Retention rate determines who returned to work after parental leave ended and were still employed 12 months later. It shall be calculated using the following formula:

$$\frac{\text{(Total number of employees retained 12 months after returning to work following a period of parental leave * 100)}}{\text{(Total number of employees returning from parental leave in the prior reporting period)}}$$

## Section C : Principle-Wise Performance Disclosure

### Principle 3:

#### ESSENTIAL INDICATORS

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Grievance procedures are defined for each location with unionised workforce. They are also privy to the available multiple channels of grievance redressal. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, without fear of any retaliation.
Other than Permanent Workers	Yes. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, without fear of any retaliation.
Permanent Employees	Yes. All employee grievances are addressed appropriately through multiple channels. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, without fear of any retaliation.
Other than Permanent Employees	Yes. The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, without fear of any retaliation.


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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(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)
<b>Total Permanent Employees</b>	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
<b>Total Permanent Workers</b>	3,204	3,204	100	3,545	3,545	100
- Male	3,165	3,165	100	3,493	3,493	100
- Female	39	39	100	52	52	100

##### 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)
<b>Employee</b>										
Male	35,773	25,634	72	29,950	84	36,796	27,608	75	31,371	85
Female	2,541	1,005	40	1,984	78	2,362	889	38	1,896	80
<b>Total</b>	<b>38,314</b>	<b>26,639</b>	<b>70</b>	<b>31,934</b>	<b>83</b>	<b>39,158</b>	<b>28,497</b>	<b>73</b>	<b>33,267</b>	<b>85</b>
<b>Workers</b>										
Male	3,165	3,153	100	187	6	3,493	3,489	100	116	3
Female	39	37	95	1	3	52	51	98	5	10
<b>Total</b>	<b>3,204</b>	<b>3,190</b>	<b>100</b>	<b>188</b>	<b>6</b>	<b>3,545</b>	<b>3,540</b>	<b>100</b>	<b>121</b>	<b>3</b>

**Note:** HSE training is applicable to 100% employees and workers in asset-facing roles in manufacturing sites, with the objective of ensuring safe, reliable and compliant operations.

 All indicators that are assured.

##### 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)
<b>Employees</b>						
Male	35,773	35,773	100	36,796	36,796	100
Female	2,541	2,541	100	2,362	2,362	100
<b>Total</b>	<b>38,314</b>	<b>38,314</b>	<b>100</b>	<b>39,158</b>	<b>39,158</b>	<b>100</b>
<b>Workers</b>						
Male	3,165	3,165	100	3,493	3,493	100
Female	39	39	100	52	52	100
<b>Total</b>	<b>3,204</b>	<b>3,204</b>	<b>100</b>	<b>3,545</b>	<b>3,545</b>	<b>100</b>

100%

Employees and workers covered by performance and career development reviews

##### 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?

Yes. RIL has implemented an Operating Management System (OMS) that addresses the aspects of Occupational Health and Safety, including process safety. The OMS covers all the operating entities under the Company's O2C and E&P businesses.

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

Identification and mitigation of risks is central to the OMS. The OMS defines the requirements to identify the hazards, assess the risks, define the barriers and provide risk mitigation measures,

which is key to preventing incidents impacting people, assets and the environment. Cross-functional operating teams review and update these risks owing to changes in the operating landscape, at least once a year. The teams use a Hazard Identification and Task Risk Assessment Process to identify and assess task-related hazards in both routine and non-routine operating activities. Engineer-In-Charge conducts Tool Box Talk sessions where they explain all the work-related hazards and risks to the job executors.

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

Yes, all employees and workers are involved in identifying work-related hazards and report unsafe conditions/behaviours. They are also empowered to implement control measures for preventing and mitigating these risks, or to withdraw from the hazardous situation, if necessary, including stopping the unsafe activity.

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

Yes, all employees/workers are fully taken care of on account of all medical exigencies or otherwise.

## Section C : Principle-Wise Performance Disclosure

### Principle 3:

#### ESSENTIAL INDICATORS

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.09	0.32
	Workers	0.11	0.18
Total recordable work-related injuries#	Employees	4	14
	Workers	20	31
No. of fatalities	Employees	0	0
	Workers	3	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

\*Including in the contract workforce

#For FY 2025-26, total recordable work-related injuries is inclusive of high-consequence injuries and fatalities.

**Note:** For Essential 11 and Leadership 3 indicators, workers include third-party contractors. This definition is applicable to these two tables only. The reporting boundary for health and safety indicators includes the Company's plants in Oil to Chemicals business, and Oil and Gas (Exploration & Production) business and CBG business in India.

#### Lost Time Injury Frequency Rate (LTIFR)

$$\frac{\text{(No. of lost time injuries in FY} \times 10,00,000)}{\text{(Total hours worked by all staff in same FY)}}$$

Lost time is an indicator of the loss of productivity for an organisation as a result of a work related injury or ill-health. Work-related injury and ill-health arise from exposure to hazards at work and are directly related to performance of work-related tasks.

Recordable work-related injury or ill-health results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. While high consequence work-related injury or ill health results in an injury from which the employee / worker cannot or is not expected to recover fully to the previous health status. This disclosure excludes fatalities.

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

Ensuring the safety and health of the workforce has been and will continue to be of paramount importance for RIL.

1. Workforce is proactively engaged and involved in aspects related to their safety and well-being. The workforce is encouraged to report workplace-related near-misses, unsafe acts and unsafe conditions.
2. RIL has implemented an Operating Management System (OMS) which systematically addresses the identification of hazards at the workplace, communication of the risks and the application of controls to prevent and mitigate these risks.

3. The workforce undergoes an induction before starting work so that they are familiarised with the work processes, safety rules and the hazards and the related controls in their respective tasks.
4. The workforce is involved in safety programmes. A key element of OMS is the system to identify and control hazards, identifying the hazards and assessing them with a risk framework. These risks are refreshed before the start of any work or as and when an aspect changes, by cross-functional operating teams.
5. RIL has established a robust process for hazard identification and risk assessment for tasks that may pose a risk and puts in place control measures to mitigate the identified risks.
6. The operating managers continuously interact with the workforce in the field to observe their behaviours, have a conversation to recognise their good behaviour or coach them to correct their behaviours if required and listen to their feedback if they have any safety concerns.
7. The workforce is continuously involved in analysis of workplace conditions to identify and eliminate potential or existing hazards; this ensures they are aware of the hazards for each job and process and the role that they have in controlling the hazard.
8. Health risks related to operations are identified and evaluated through carrying out pre-employment and periodical medical check-ups of the employees.
9. The process and operational changes are carried out through well-defined "Management of Change" process.

10. RIL has implemented a risk-based internal self-assessment programme to monitor that operating activities are being carried out in accordance with the set procedures/practices. This includes auditing of the procedures and processes to validate that they are performing as intended.

##### 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	0	0	0	0
Health & Safety	0	0	0	0	0	0

##### 14. Assessments for the year:

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

**Note:** In addition, sites undergo periodic statutory audits related to aspects of health & safety practices and 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.

The Company has established and digitised an integrated incident management application, which is used to manage reporting, investigating, action tracking and learnings from internal and external incidents. This ensures that controls are embedded in the process and provides visibility and monitoring of the actions. Safety-related incidents are investigated, and recommendations are implemented in a timely manner to avoid recurrence. A well entrenched process

for lessons learnt from every incident is also in place. This ensures the Company learns from investigations and takes preventive actions across the organisation. The process engages subject matter experts in arriving at root causes and developing corrective & preventive actions. These findings are discussed by cross-functional teams in various forums to share learnings in a simplified manner to the workforce. RIL has implemented a risk based internal self-assessment programme to monitor and ensure that operating activities are being carried out in accordance with the set procedures/practices. This includes auditing of the procedures and processes to validate that they are performing as intended and to avoid any untoward incident.

#### LEADERSHIP INDICATORS

##### 1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Yes, Reliance provides all statutory benefits, along with additional coverage such as Group Term Insurance. In the case of COVID-related deaths, the Company offers comprehensive support to the family and children, ensuring their livelihood and educational needs are met. For any in-service demise, the Company takes a compassionate, case-by-case approach, addressing the specific needs of the deceased employee's family.

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

1. Domestic: Depositing of statutory dues and filing of returns by value chain partners are cross checked by system with data available on Government portals. In case any deficiency/mismatch is observed, respective team takes up with the value chain partners for review and corrections
2. International Trading: All statutory dues deducted (like TDS) / charged (like GST) by the

## Section C : Principle-Wise Performance Disclosure

### Principle 3:

#### LEADERSHIP INDICATORS

channel partners are validated and reconciled by independent verification with the respective Government websites to ensure that appropriate credit has been received by the Company. For any foreign withholding taxes, the Company gets in touch with the channel partner and gets appropriate withholding tax certificate from them. In case, it finds any discrepancy, follow up is made with the channel partner to ensure proper credit is received.

#### 3. Chartering:

a. Reliance has third-party vetting as well as in-house marine vetting for all its ships taken on spot or time charter. Ships are assessed based on various parameters like inspection reports, any past incident details, operator's past records, experience matrix of the crew, etc. The ships are chartered only after thorough vetting. In case of any safety concern arising from the vetting, same is scrutinised in detail and counterparties are

asked to submit the risk mitigation analysis before a contract is entered with them.

b. In the Company's ship chartering contracts, relevant clauses are in place. If the responsibility for statutory dues (Freight Tax & GST) is on counter party's account, the Company ensures that the same is deposited with relevant authorities before remitting the freight.

4. Deduction of statutory dues is ensured through contract and undertaken by Money, Materials and Compliance (MMC). Payment of GST and TCS is made to vendors only after respective payments are reflected at relevant government portals.

5. For Exploration and Production, amounts payable as taxes & statutory dues are not paid to vendors unless challan copies are submitted by them. Such amounts are kept as unsecured credits until the challans are submitted by the vendor.

'CredibIESG' and PwC to conduct value chain assessments aligned with the BRSR Core framework. The assessment evaluates the value chain partners across 9 attributes, covering key ESG area such as environmental performance, workforce well-being and safety, diversity and inclusion, responsible supply chain management, ethical business conduct, and governance practices. Through this initiative, Reliance engaged with over 80% of its suppliers and customers, assessed 46.7% of its value chain partners, and further evaluated 8% of the value chain partners. 36.1% (by value) of suppliers and 56.5% (by value) of customers have completed the assessment this year. Additionally, 6% (by value) of suppliers and 10% (by value) of customers have been evaluated basis their publicly available data.

Additionally, for health and safety onsite supplier assessments are conducted during the empanelment of new suppliers, either by RIL employees or through accredited third-party agencies such as Lloyd's, TÜV, or BVQI. During the current year, approximately 543 suppliers and 22,694 shipments were assessed through this process. In addition, an annual supplier survey is undertaken, where 4,484 suppliers accountable for material and service deliveries worth ₹21,318 crore were evaluated by cross-functional teams using both qualitative and quantitative performance metrics. Suppliers are graded based on their performance, and those requiring improvement are appropriately informed and supported.

With respect to working conditions, RIL's Supplier Code of Conduct (SCoC) emphasises the importance of occupational health and safety. The company expects its suppliers to demonstrate a strong commitment to providing a safe working environment for their employees. All contractors deploying contract workers are required to undergo mandatory safety assessment and training before commencing work at the company's sites.

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

RIL considers robust health and safety practices and a respectful workplace to be critical enablers of business performance. Accordingly, the Supplier Code of Conduct (SCoC) emphasizes on the adoption of best-in-class health and safety standards and the maintenance of appropriate working conditions across the value chain. The SCoC is integrated into all the business transactions, with suppliers affirming their commitment to RIL's expectations.

To further reinforce the commitment to sustainability best practices, the Company conducted a sustainability-focused webinar for its suppliers during the current year. The session was delivered by a reputed agency specializing in sustainability training and reporting. It was designed to orient vendor partners on evolving Environmental, Social, and Governance (ESG) expectations across Indian and global contexts, while clearly communicating RIL's Supplier Sustainability Program and outlining expectations from partners.

Additionally, Reliance has third-party vetting as well as in-house marine vetting for all its ships taken on spot or time charter. Ships are assessed based on various parameters like inspection reports, any past incident details, operator's past records, experience matrix of the crew, etc. The ships are chartered only after thorough vetting. In case of any safety concern arising from the vetting, same is scrutinized in detail and counterparties are asked to submit the risk mitigation analysis before a contract is entered into.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employee	0	0	0	0
Workers*	4	3	0	0

\*The worker will be rehabilitated into a suitable role, post recovery.


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

Yes. All support required by any employee superannuating from the Company is fully provided as required by the employee and appropriate. For example, ageless ageing workshops are conducted to help superannuating employees plan their post-retirement lives.

#### 5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	46.7%
Working Conditions	46.7%

**Note:** As part of its 'Sustainability Excellence Programme', Reliance is working with independent third-party sustainability assessment providers

 All indicators that are assured.

P4

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

Sustainable businesses have an inherent duty to protect the interests of their stakeholders, including vulnerable and marginalised groups. Such organisations must deliver on their responsibility to maximise the positive impact of their activities, products, processes and decisions for their stakeholders.

**Regular communication with all stakeholder groups**

RIL's Approach



**Shared Value Maximisation for Sustained Success**

Reliance remains committed to safeguarding stakeholder interests, creating shared value and aligning its business objectives with the broader aspirations of the nation. Rooted in its belief that enterprises must contribute meaningfully to India's progress, the Company actively engages with diverse stakeholder groups to understand evolving expectations and national priorities. Insights gathered through structured and continuous engagement inform strategic decisions, strengthen accountability and enable the proactive identification and effective management of stakeholder concerns ensuring resilient, long-term outcomes for both the Company and the communities it serves.



**An Integrated Approach to Sustainable Growth**

Interlinkages

RIL's Material Topics

- Talent Management
- Labour Management
- Customer Satisfaction
- Community Development
- Grievance Redressal Mechanism
- Regulatory Issues and Compliance
- Sustainable Supply Chain Management

<IR> Framework

- Human Capital
- Social and Relationship Capital

Stakeholders

Customers, Government/Regulators, Investors, Suppliers, Employees, Local communities, NGOs

Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

### Principle 4:

#### ESSENTIAL INDICATORS

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

Reliance remains committed to prioritising stakeholder needs and concerns while ensuring sustainable value creation across its businesses. The Company follows a structured approach to identifying both internal and external stakeholders, assessing its impact on them and their influence on the organisation. This assessment has identified 5 external (shareholders and investors, government and regulators, local communities and NGOs, customers and suppliers) and 1 internal (employees) stakeholder group who are integral to RIL's operations.

RIL actively engages with stakeholders through transparent communication channels, integrating their perspectives into decision-making processes to foster trust and create shared value. A stakeholder survey was conducted during the materiality assessment to understand the impact of potential material topics, resulting in a prioritised list of material topics based on their significance and overall impact.

##### 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 & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	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	Yes	E-mails, SMS, Meetings, Surveys, Feedback, Letters, Website, Internal portals, Town Halls, and Plant People Council	Ongoing, Need-based	<ul style="list-style-type: none"> <li>To understand employee needs and opinions</li> <li>To keep employees informed about the organization's plans and procedures</li> <li>To maintain leadership-employee connect</li> </ul>
Investors	No	Stock Exchange Intimations, Newspapers, Media Releases, Investor Presentations, Chairman's Communiqué, Letters, Webinars, E-mails, SMS and Chatbot Support, Website, Annual Report, Analyst Meet, Annual and other General Meetings, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES), Surveys, Depositories, Investor Meetings and Online Dispute Resolution Portal (ODR), Social Media	Annually, Quarterly, Half-yearly, Need-based, Real-time	<ul style="list-style-type: none"> <li>To keep all investors uniformly updated about the organization's performance and other corporate development</li> <li>To collate queries and feedback from investors and address them appropriately in investor communication</li> </ul>
Customers	No	E-mails, Phone Calls, Meetings, Surveys, Web Portals, Newspaper	Annually, Monthly, Quarterly, Need-based, Real-time	<ul style="list-style-type: none"> <li>Respond to customer demands and expectations.</li> <li>Improve customer experience, product and service quality.</li> </ul>
Suppliers	Yes, local suppliers	E-mails, Phone Calls, Meetings, Community Meetings, Web Portals and through Annual Reports or Compliance Filings	Quarterly, Half yearly, Need-based, Real-time	<ul style="list-style-type: none"> <li>Engagement with suppliers to provide services to Reliance</li> <li>To improve service levels from the suppliers and address their commercial issues including terms and conditions, procedures and payments</li> </ul>

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency of Engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	Personal Meetings, Focused Group Discussions, Field Visits by Programme Teams, Knowledge Dissemination using digital platforms including social media, training and capacity building sessions	Quarterly and Ongoing basis	The efforts include needs assessment to evaluate the community needs, strategy and project planning of interventions, training and capacity building of facilitators and community leaders, awareness sessions, mentoring of community-based organisations, delivering services to remote communities, reaching individuals such as sports persons, professional training and support, monitoring, review and feedback to fine tune the learning processes are part of various community engagement activities.
Government and Regulators	No	Website, Portals, E-mails, Filings, Industry forums/ Associations/ Committees	Periodic as well as event-based engagement	Engagement, advocacy, communication, collaboration for compliance with applicable regulatory framework

Vulnerable and Marginalised Groups refer to groups of individuals who are unable to realise their rights or enjoy opportunities due to adverse physical, mental, social, economic, cultural, political, geographic or health circumstances. These groups in India can be identified on the basis, inter alia, of the following:

- Gender and transgender (women, girls et al.)
- Age (children, elderly et al.)
- Descent/identity/ethnicity (caste, religion, scheduled castes, scheduled tribes, et al.)
- Occupation (displaced, landless small / marginal farmers, migrant workers, et al.)
- Persons with disabilities
- Political or religious beliefs

RIL is committed towards improving the lives of India's most marginalised and vulnerable communities for a stronger and inclusive India. Methodologies such as desk research for situational analysis, Participatory Rural Appraisals, need assessment, and Focused Group Discussions are taken up by the Company for identification of potential marginalised and vulnerable groups within the community and understand their urgent needs.



## Section C : Principle-Wise Performance Disclosure

### Principle 4:

#### LEADERSHIP INDICATORS

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

The Company recognizes the importance of addressing the interests of all its stakeholders through a structured and proactive stakeholder engagement framework. It undertakes regular and systematic engagements with identified stakeholder groups on economic, environmental, and social aspects to understand their expectations, identify material risks and opportunities, and build long-term trust.

The Board of Directors provide strategic guidance and oversight by duly considering stakeholder feedback and material concerns arising from such engagements. The outcomes of stakeholder interactions are appropriately integrated into the Company's business strategies, policies, and operational decision-making. The Board, through its various committees, periodically reviews the effectiveness of stakeholder-related initiatives to ensure accountability, responsiveness, and continuous improvement.

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

Yes, stakeholder consultation plays a key role in identifying and managing ESG-related topics:

- As part of the 'Sustainability Excellence Programme,' RIL collaborates with an independent third party to assess supply chain sustainability. This initiative serves as a valuable platform to engage with suppliers and integrate them into RIL's sustainability journey.
- RIL also conducts regular meetings with customers to understand their needs in transitioning toward a circular economy and offers sustainable and green products to support this shift. Additionally, multiple rounds of consultations are held to assist customers in navigating evolving external policy frameworks.
- RIL actively engages with stakeholders through transparent communication channels, integrating

their perspectives into the identification of material ESG topics. Further, stakeholder inputs help foster trust and create shared value.

- The Company uses stakeholder consultation to identify and manage material environmental and social topics through periodic stakeholder engagement and formal materiality assessments. Inputs from internal and external stakeholders are considered to prioritize key ESG issues.

The outcomes of these assessments are reviewed to ensure alignment with strategic objectives. A double materiality approach is adopted, assessing both the impact of ESG factors on the business and the Company's impact on the environment and society.

Stakeholder inputs are integrated into risk management processes, environmental and social programmes, and business decision making to strengthen ESG performance and support long term value creation.

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

RIL is committed to improving the lives of India's most marginalised communities for a stronger and inclusive India. Methodologies include desk research for situational analysis, Participatory Rural Appraisals, need assessments and Focused Group Discussions to identify potential marginalised and vulnerable groups within the community, understand the barriers and devise strategies to enhance quality of lives of the most vulnerable.

Reliance Foundation's teams engage with key stakeholders to enable their development. In

emergency situations such as during disasters, the safety and well-being of the most vulnerable is prioritised. Additionally, it facilitates professional training, skill development and capacity-building for healthcare providers, coaches, athletes and educators to enhance impact across various spheres.

At Reliance, stakeholder inclusiveness is key to ensuring deep understanding of concerns of stakeholders, especially the most marginalised groups. Prior to launching a CSR initiative, a comprehensive assessment is conducted to determine the rationale for activities that align with needs while considering external factors to design interventions that reflect community aspirations and concerns.

Participatory methodologies guide the development of joint action plans for community development, incorporating sustainability elements from the outset. Inputs are gathered from stakeholders, communities, government authorities, civil society organisations and government departments through various engagements. This helps us understand the local ecosystem, implement locally relevant solutions, scale initiatives effectively and maximise impact. Community feedback has a crucial role in refining strategies.

Across areas of rural transformation, disaster management, education, women empowerment, health, sports for development and environment conservation, a strong grassroots approach is adopted along with strengthening the entire ecosystem. With these strategic initiatives, the Company through Reliance Foundation continues to drive meaningful and sustainable impact, empowering communities and fostering inclusive growth.





Principle 5:

P5

# Businesses should respect and promote human rights.

Businesses must operate in a manner that respects and upholds the inherent rights and entitlement of individuals without any discrimination. The core tenants of this principle are based on the Constitution of India and international Human Rights standards such as the International Bill of Rights and UN Guiding Principles on Business and Human Rights.

**100% workers**  
Paid more than minimum wage in FY 2025-26

**RIL's Approach**

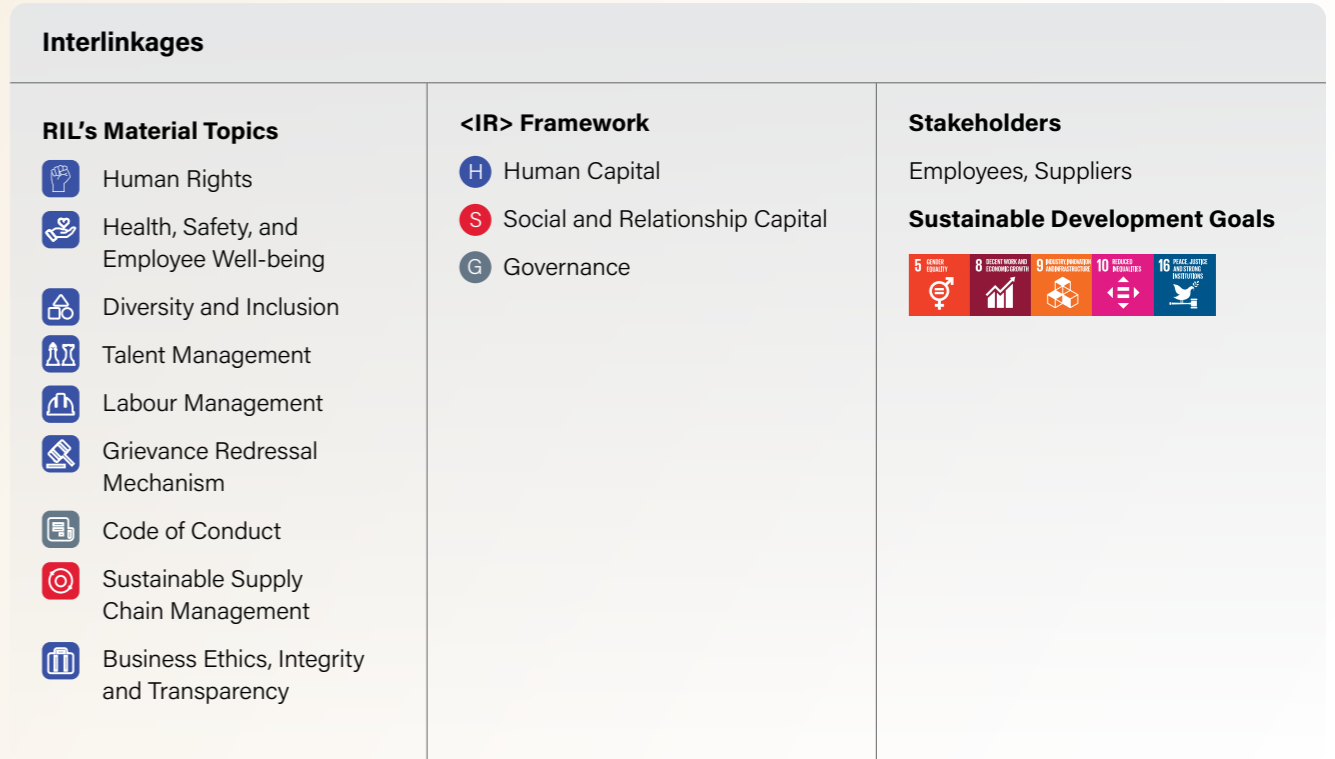
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## Respecting Every Individual's Right to Life, Liberty and Freedom

At RIL, the protection of human rights is a core pillar of the Company's business ethos and operational framework, embedded across its policies, processes and practices. As a strong proponent of equal opportunity and human rights, RIL upholds employees' fundamental freedom, including freedom of association, expression and non-discrimination and is against any form of forced, bonded or child labour, in alignment with the principles of the Universal Declaration of Human Rights.

The Company reinforces this commitment through publicly available policies such as Our Code, the Code of Conduct and the Business Partner Code of Conduct, embedding respect for human dignity and ethical conduct across its business operations and value chain.

## An Integrated Approach to Sustainable Growth



## Section C : Principle-Wise Performance Disclosure

### Principle 5:

#### ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. employee s/ workers covered (B)	% (B / A)	Total (C)	No. employee s/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	34,066	34,066	100%	33,802	33,802	100%
Other than permanent	4,248	4,248	100%	5,356	5,356	100%
<b>Total Employees</b>	<b>38,314</b>	<b>38,314</b>	<b>100%</b>	<b>39,158</b>	<b>39,158</b>	<b>100%</b>
<b>Workers</b>						
Permanent	3,204	3,204	100%	3,545	3,545	100%
Other than permanent	0	NA	NA	0	NA	NA
<b>Total Workers</b>	<b>3,204</b>	<b>3,204</b>	<b>100%</b>	<b>3,545</b>	<b>3,545</b>	<b>100%</b>

100%


Employees and workers covered by Human Rights Training



Reliance adheres to the principles of the United Nations Global Compact (UNGC) in human rights, labour practices, environmental protection and anti-corruption. The Company's operational units comply with local and national regulations. Further, the Company's Values and Behaviours, and the Code of Conduct provide necessary policy and operating framework for execution of its strategic vision.

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

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)
<b>Employees</b>										
<b>Permanent</b>	<b>34,066</b>	<b>Nil</b>	<b>Nil</b>	<b>34,066</b>	<b>100%</b>	<b>33,802</b>	<b>Nil</b>	<b>Nil</b>	<b>33,802</b>	<b>100%</b>
Male	31,689	Nil	Nil	31,689	100%	31,608	Nil	Nil	31,608	100%
Female	2,377	Nil	Nil	2,377	100%	2,194	Nil	Nil	2,194	100%
<b>Other than Permanent</b>	<b>4,248</b>	<b>Nil</b>	<b>Nil</b>	<b>4,248</b>	<b>100%</b>	<b>5,356</b>	<b>Nil</b>	<b>Nil</b>	<b>5,356</b>	<b>100%</b>
Male	4,084	Nil	Nil	4,084	100%	5,188	Nil	Nil	5,188	100%
Female	164	Nil	Nil	164	100%	168	Nil	Nil	168	100%

 All indicators that are assured.

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)
<b>Workers</b>										
<b>Permanent</b>	<b>3,204</b>	<b>Nil</b>	<b>Nil</b>	<b>3,204</b>	<b>100%</b>	<b>3,545</b>	<b>Nil</b>	<b>Nil</b>	<b>3,545</b>	<b>100%</b>
Male	3,165	Nil	Nil	3,165	100%	3,493	Nil	Nil	3,493	100%
Female	39	Nil	Nil	39	100%	52	Nil	Nil	52	100%
<b>Other than Permanent</b>	<b>Nil</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA

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

###### a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	5	20,00,00,000	Nil	NA
Key Managerial Personnel#	1	20,30,06,059	1	4,26,50,304
Employees other than BoD and KMP**	41,722	8,58,094	2,998	8,99,589
Workers	3,865	11,97,269	70	15,90,487

\* Does not include commission and sitting fees paid to Non-Executive Directors.

\*\* Includes employees who have ceased to be associated with the Company during the year.

# Does not include directors designated as KMPs.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	6.4%	6%

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


Yes. Focus on Human Rights considerations has been an integral part and a core DNA of Reliance since its inception. The Company continues to comply with all statutory requirements under this ambit and does significantly more and beyond.


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

The Company has a Vigil Mechanism and Whistle-blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, in confidence and without fear of any retaliation.

100%

Workers and employees were paid above minimum wage

 BRSR Core indicators

 All indicators that are assured.

## Section C : Principle-Wise Performance Disclosure

### Principle 5:

#### ESSENTIAL INDICATORS

##### 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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Reliance has a 'Vigil Mechanism and Whistleblower Policy' and Prevention of Sexual Harassment of Women at Workplace Policy to prevent any adverse consequences to the complainant. Identity of the whistleblower is protected and retaliation/intimidation directed against the whistleblower is prohibited. Employees who engage in retaliation or intimidation are subject to disciplinary action, which may include dismissal from employment.

The Company has also constituted Internal Committee(s) ("ICs") to redress and resolve any complaints arising under the POSH Act. Training and awareness sessions are conducted throughout the year to enhance sensitivity at the workplace.

standards, including human rights and compliance with applicable Labour Laws, which are a part of all business agreements of the Company. Additionally, Reliance has adopted 6 values and behaviours which are followed by all its stakeholders during all its engagements.

##### 10. Assessments for the year:

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

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

Yes, RIL's Business Partner Code of Conduct and Supplier Code of Conduct follow the highest ethical

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

No significant findings noted.

#### LEADERSHIP INDICATORS

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

While no specific complaints have been received, the Company remains committed to addressing human rights concerns. This commitment is reflected in mandatory training programmes such as the Code of Conduct and Creating a Respectful Workplace, reinforcing a culture of ethical conduct and inclusivity. Any modification or introduction of business processes, policies, or practices undergoes scrutiny through the lens of the Company's Code of Conduct and Values & Behaviours.

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

Human Rights considerations have been deeply embedded in Reliance's values and operations since its inception. The Company remains committed to upholding these principles and continues to ensure full compliance with all relevant statutory requirements.

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

The Company is committed to ensuring that the needs of differently abled employees in all its offices are fully accommodated and met, fostering an inclusive and supportive work environment.

##### 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	46.7%
Discrimination at workplace	46.7%
Child Labour	46.7%
Forced/involuntary labour	46.7%
Wages	46.7%
Others - please specify	NA

46.7%

Suppliers and customers completed the Assessment

**Note:** In alignment with the comprehensive framework for sustainable sourcing (which encompasses the Company's Vision, Guiding Principles, Governance Mechanism, and supplier capability-building initiatives), Reliance is committed to upholding the highest ethical standards across all business engagements, with a strong emphasis on human rights. The Supplier Code of Conduct (SCoC) embodies this commitment, setting clear expectations around human rights, integrity, labour practices, health and safety, environmental stewardship, and regulatory compliance. As part of its 'Sustainability Excellence Programme', Reliance is working with independent third-party sustainability assessment providers 'CredibleESG' and PwC to conduct value chain assessments aligned with the BRSR Core framework. The assessment evaluates the value chain partners across 9 attributes, covering key ESG area such as environmental performance, workforce well-being and safety, diversity and inclusion, responsible supply chain management, ethical business conduct, and governance practices. Through this initiative, Reliance engaged with over 80% of its suppliers and customers, assessed 46.7% of its value chain partners, and further evaluated 8% of the value chain partners. 36.1% (by value) of suppliers and 56.5% (by value) of customers have completed the assessment this year. Additionally, 6% (by value) of suppliers and 10% (by value) of customers have been evaluated basis their publicly available data.

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

The Company has a Business Partner Code of Conduct (BPCOC), and a Vigil Mechanism and Whistleblower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct, in confidence and without fear of any retaliation. No significant findings have been noted till date.

P6

Businesses should respect and make efforts to protect and restore the environment.

Environmental stability is a precondition to achieving economic growth and societal prosperity. This principle puts emphasis on businesses to adopt sustainable practices in their own operations as well as in the value chain to minimise the adverse impact of business activities. They are also expected to address environmental issues such as climate change, emissions, biodiversity loss, water conservation and waste management in a just and systematic manner.

**45% of water consumed is seawater / desalinated water**

RIL's Approach



**Accelerate India and the World's Transition to a Greener Future**

RIL is advancing its New Energy growth engine as a strategic response to climate-related challenges, positioning the business to support the global transition towards a more sustainable future. The Company is developing a fully integrated ecosystem spanning solar PV manufacturing, battery storage, green hydrogen and bioenergy at giga scale, reinforcing its long-term sustainability vision. With a target of achieving Net Carbon Zero by 2035, Reliance is implementing focused, measurable initiatives across renewable energy deployment, green fuels, circular solutions and energy efficiency. Its Environment Policy provides the overarching framework to address priority environmental issues in alignment with stakeholder expectations and national development goals.



**An Integrated Approach to Sustainable Growth**

Interlinkages

RIL's Material Topics

- Climate Change
- Managing Environmental Impacts
- Energy Efficiency of Operations
- Water and Effluent Management
- Ecosystem and Biodiversity
- Innovation and Technology
- Waste Management & Circular Economy
- Sustainable Supply Chain Management
- Disaster Preparedness and Management
- Security and Asset Management

<IR> Framework

- Intellectual Capital
- Natural Capital
- Manufactured Capital
- Social and Relationship Capital

Stakeholders

Suppliers, Local Communities, Employees

Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

### Principle 6:

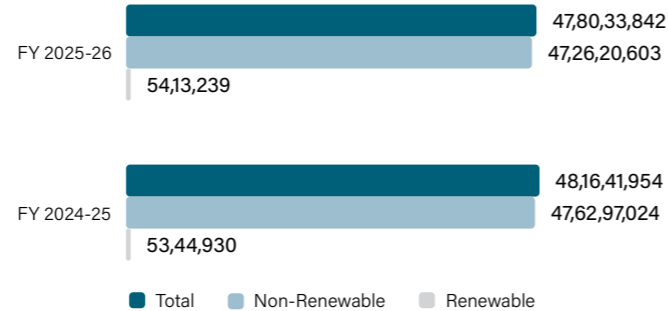
#### ESSENTIAL INDICATORS

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

Parameter	FY 2025-26	FY 2024-25
<b>From renewable sources</b>		
Total electricity consumption (A)	5,58,804	46,312
Total fuel consumption (B)	48,54,435	52,98,618
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>54,13,239</b>	<b>53,44,930</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,23,19,583	87,48,485
Total fuel consumption (E)	46,03,01,020	46,75,48,539
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>47,26,20,603</b>	<b>47,62,97,024</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>47,80,33,842</b>	<b>48,16,41,954</b>
Turnover (INR in crore)	5,46,852	5,57,163
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.0000874	0.0000864
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.00178	0.00179
Energy intensity in terms of physical output (GJ/MT)	5.98	5.98
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-



#### Energy Consumption (GJ)



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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For complete assurance statement, refer to page 92 of this report.

**Note:** The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2025-26 is 20.34 as per 2026 IMF update and for FY 2024-25 is 20.66 as per the 2025 IMF update. Physical output is the throughput of manufacturing units (Oil to Chemicals business). The reporting boundary for environment indicators includes the Company's plants in Oil to Chemicals business, and Oil and Gas (Exploration & Production) business, CBG business, data centers and telecom tower owned and operated by the Company in India.

Calorific values of internally produced fuels and majority of external fuels are based on analysis reports from internal laboratories. For calorific values of balance external fuels, IPCC guidelines are referred.

##### 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.

Yes. Multiple Oil to Chemicals (O2C) business sites in the Refinery, Petrochemical (Cracker based), Chlor Alkali and Textile sector have been declared as Designated Consumers (DCs), under the PAT scheme of Government of India. The sector-wise status is as below:

1. Refinery Sector - DTA and SEZ, Jamnagar Manufacturing Division -For the Refinery's

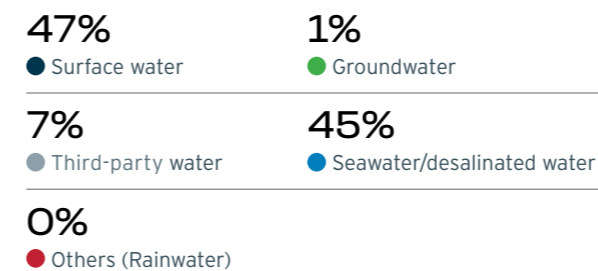
second PAT cycle (2020-2023), the verification of audited number of ESCerts is awaited from BEE (Bureau of Energy Efficiency) for DTA (Domestic Tariff Area). The SEZ (Special Economic Zone) refinery achieved its target.

2. Petrochemical Sector (Cracker based) – Hazira / Dahej / Vadodara / Nagothane Manufacturing Division - For Petrochemicals' last concluded PAT cycle (2018-2022), the verification of audited number of ESCerts is awaited from BEE.
3. Chlor Alkali Sector (Dahej Manufacturing Division) and Textile Sector (Naroda Textile Division) - For the recently concluded PAT cycle (2022-2025), Monitoring and Verification (M&V) audit has been concluded. The verification of audited number of ESCerts is awaited from BEE.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	9,72,76,129	9,72,17,804
(ii) Groundwater	21,65,497	23,19,387
(iii) Third-party water	1,36,10,235	1,41,31,821
(iv) Seawater / desalinated water	9,12,57,717	9,45,13,209
(v) Others (Rainwater)	2,45,490	2,83,162
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>20,45,55,068</b>	<b>20,84,65,383</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>20,45,55,068</b>	<b>20,84,65,383</b>
Turnover (INR in crore)	5,46,852	5,57,163
Water intensity per rupee of turnover (Total water consumed/ Revenue from operations)	0.0000374	0.0000374
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.0007608	0.0007730
Water intensity in terms of physical output	2.557	2.590
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

#### Water Withdrawal by Source FY 2025-26



#### Water Consumption (kL)



## Section C : Principle-Wise Performance Disclosure

### Principle 6:

#### ESSENTIAL INDICATORS

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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For complete assurance statement, refer to page 92 of this report.

#### 4. Provide 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	0	0
- With treatment – please specify level of treatment*	61,57,752	60,86,770
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment*	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment*	2,76,71,347	2,76,95,726
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment*	16,00,578	15,23,327
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment*	0	0
<b>Total water discharged (in kilolitres)</b>	<b>3,54,29,677</b>	<b>3,53,05,823</b>

\*All the water discharged is treated through primary, secondary and tertiary levels to meet the norms specified.

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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For the complete assurance statement, refer to page 92 of this report.


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


Yes. The mechanism of Zero Liquid Discharge is implemented and is in place as per the permits/approvals of individual sites. The Silvassa Manufacturing Division operates as a Zero Liquid Discharge site.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Tonnes	45,203	33,972
SOx	Tonnes	14,357	14,116
Particulate matter (PM)	Tonnes	1,209	1,132
Persistent organic pollutants (POP)	Tonnes	0	0
Volatile organic compounds (VOC)	Tonnes	48,123	48,465
Hazardous air pollutants (HAP)	Tonnes	0	0
Others – please specify		-	-

**Note:** RIL operations being spread over refining and petrochemical sectors, the emissions of potential Hazardous Air Pollutants (HAP) are already included in the VOC emissions reported.

 BRSR Core indicators

 All indicators that are assured.

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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For complete assurance statement, refer to page 92 of this report.

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

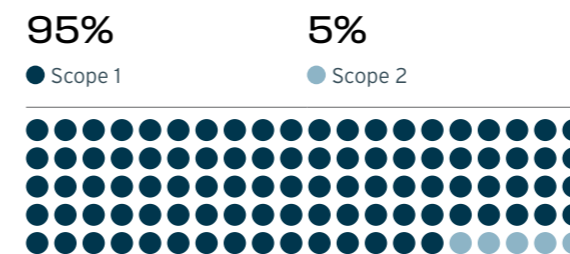
Parameter	Unit	FY 2025-26	FY 2024-25
CO <sub>2</sub>	Metric tonnes of CO <sub>2</sub> equivalent	3,62,97,411	3,62,32,819
CH <sub>4</sub>	Metric tonnes of CO <sub>2</sub> equivalent	13,591	21,509
N <sub>2</sub> O	Metric tonnes of CO <sub>2</sub> equivalent	39,068	2,04,966
Total Scope 1 emissions (Break-up of the GHG in to CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3,63,50,070	3,64,59,294
Total Scope 2 emissions (Break-up of the GHG in to CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	19,18,352	14,70,097
Turnover (INR in crore)		5,46,852	5,57,163
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.00000700	0.00000681
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.000142	0.000141
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.478	0.471
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-


**Note:** For the current year, GHG emissions are estimated in accordance with IPCC guidelines, using CO<sub>2</sub> emission factors derived from internal laboratory analysis for internal fuels and IPCC emission factors for other fuels. CH<sub>4</sub> and N<sub>2</sub>O emissions are from IPCC factors.


Scope 2 emissions for the current year are reported using the GHG Protocol's market-based method.

Further, grid emission factor for Scope 2 is sourced from the Ministry of Power and these emissions using location-based method are 25,32,081 MT CO<sub>2</sub>e.

#### GHG EMISSIONS FY 2025-26 (tCO<sub>2</sub>e)



 BRSR Core indicators

 All indicators that are assured.

## Section C : Principle-Wise Performance Disclosure

### Principle 6:

#### ESSENTIAL INDICATORS

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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For complete assurance statement, refer to page 92 of this report.

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

Reliance remains committed to becoming Net Carbon Zero by 2035. Key measures for GHG emissions reduction this year include energy efficiency improvement projects and use of renewable energy. Major energy conservation schemes implemented are "Replacement of Air Preheater Heater (APH) with modified design to improve the waste heat recovery in JMD CDU", "Energy efficiency improvement through Liquid Phase Isomerization (LPI) in JMD DTA Aromatics Unit", "Improvement of power generation cycle efficiency by stopping condensing Steam Turbine Generator (STG) at JMD C2 complex" and "Installation of condensate preheat for additional heat recovery from HRSG flue gas at NMD". Other manufacturing sites (Hazira, Dahej, Hoshiarpur, Barabanki) continued using biomass as co-firing fuel. Successful commissioning of Central Transmission Utility (CTU) facility at JMD enabled import of ~ 0.5 Million GJ of renewable electricity in FY 2025-26.

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

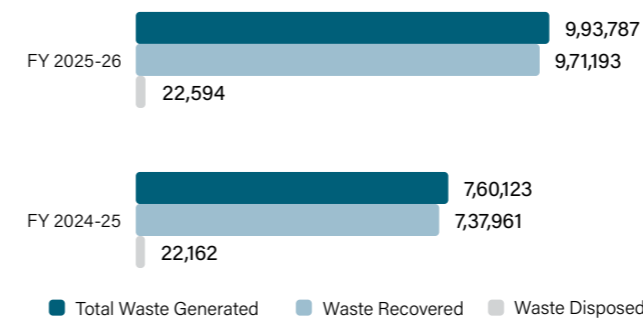
Parameter	FY 2025-26	FY 2024-25
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3,850	3,689
E-waste (B)	171	259
Bio-medical waste (C)	10	10
Construction and demolition waste (D)	769	Nil
Battery waste (E)	303	656
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any (G)	1,12,702	1,21,782
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8,75,982	6,33,727
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>9,93,787</b>	<b>7,60,123</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000182	0.000000136
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000370	0.000000282
Waste intensity in terms of physical output	0.0124	0.0094
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	8,75,683	6,35,282
(ii) Re-used	95,510	1,02,679
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>9,71,193</b>	<b>7,37,961</b>
Recycled, re-used, recovered waste intensity (Waste recycled, re-used, recovered /Total waste generated)	0.98	0.97
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	14,100	14,193
(ii) Landfilling	8,484	7,959
(iii) Other disposal operations	10	10
<b>Total</b>	<b>22,594</b>	<b>22,162</b>
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed /Total waste generated)	0.02	0.03

**Note:** Other hazardous waste (G) comprises items such as sludge, oily rags and slop oil, among others. Other non-hazardous waste (H) comprises items such as scrap metal and wooden scrap, among others.

BRSR Core indicators

All indicators that are assured.

#### Waste Management (MT)



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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For complete assurance statement, refer to page 92 of this report.

#### 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.

The resources and materials that are utilised in the manufacturing processes at RIL are utilised optimally with minimum generation of waste by deploying the best of technologies to operate the units with maximum efficiency. Waste management practices are aimed at reduction, resource recovery, reuse and recycling and off-site disposal in compliance with regulatory provisions. All manufacturing sites are ISO 14001 certified, which helps in adopting sound waste management procedures. For management of hazardous waste, 'Authorisation' from State Pollution Control Board (SPCB) is duly obtained and the conditions therein are fully complied with. The provisions of the "Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016" are also fully followed. It is ensured that the waste generated is internally utilised to the maximum extent and the recyclable waste is disposed through authorised reprocessors for recovery of valuable resources. Agreements with cement plants to dispose waste for co-processing in their plants as Alternate Fuel and Raw Material (AFR) are in place. All manufacturing sites are members of Common Hazardous Waste Treatment, Storage and Disposal Facility (CHWTSDF), where the remaining hazardous waste is disposed. The non-hazardous waste generated at manufacturing site is disposed through registered parties for recycle and recovery of resources. Other non-hazardous waste is disposed in a scientific, environmentally sound manner and by adopting good practices.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Jamnagar Manufacturing Division	Marine	Yes
2	Dahej Manufacturing Division	Marine	Yes
3	Hazira Manufacturing Division	Marine	Yes
4	KG D6 block (Gadimoga)	Marine	Yes
5	Chennai Depot	Storage of petroleum products	Yes

## Section C : Principle-Wise Performance Disclosure

### Principle 6:

#### ESSENTIAL INDICATORS

##### 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
Proposed Chlor Alkali Production Unit at Dahej Manufacturing Division(DMD)	SO 1533	Sept 2006	Yes	Yes	<a href="http://parivesh.nic.in/">parivesh.nic.in/</a>
Proposed Ethylene di-Chloride Production Unit at Dahej Manufacturing Division(DMD)	SO 1533	Sept 2006	Yes	Yes	<a href="http://parivesh.nic.in/">parivesh.nic.in/</a>
Proposed VCM and PVC Production Units at Nagothane Manufacturing Division (NMD)	SO 1533	Sept 2006	Yes	Yes	<a href="http://parivesh.nic.in/">parivesh.nic.in/</a>
Proposed Metallurgical Grade Silicon, Silicon Specialty gases and Polysilicon production units at Jamnagar Manufacturing Division (JMD)	SO 1533	Sept 2006	Yes	Yes	<a href="http://parivesh.nic.in/">parivesh.nic.in/</a>

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

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



#### LEADERSHIP INDICATORS

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

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

- Name of the area:** Rewari
- Nature of operations:** Storage of petroleum products
- Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2025-26	FY 2024-25
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	2,262	3,116
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	2,262	3,116
Total volume of water consumption (in kilolitres)	2,262	3,116
Turnover (INR in crore)	5,46,852	5,57,163
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000000041	0.00000000056
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Only sewage is generated, which is discharged to soak pits	Only sewage is generated, which is discharged to soak pits

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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2025-26. For complete assurance statement, refer to page 92 of this report.

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

-

All indicators that are assured.

## Section C : Principle-Wise Performance Disclosure

### Principle 6:

#### LEADERSHIP INDICATORS

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

The minimisation of any negative impacts on sensitive areas is ensured through compliance to all prescribed conditions and regular monitoring.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Non phthalate catalyst development for polypropylene	RIL is actively engaged in the development of phthalate-free polypropylene catalysts as part of its responsible care and sustainability initiatives. Two types of non-phthalate catalysts are being developed; the first non-phthalate catalyst is successfully scaled from laboratory to pilot and currently trials are being done for various polypropylene grades.	Phthalate-free PP grades by inhouse non phthalate catalyst.
2	100% hydrogen firing in steam cracker resulting in zero CO <sub>2</sub> emissions from furnace stack.	Successfully demonstrated 100% hydrogen firing in industrial pilot furnace during ethane cracking as well as in furnace decoking operation.	By demonstrating full hydrogen firing in the steam cracker, we have progressed towards scalable pathway for achieving net-zero while maintaining safe and reliable performance.
3	Value creation of PTA waste material	Initiative taken for the development of indigenous process for production of low-cost plasticizer from PTA solid waste material. Process scaled up to demo level.	Developed an in-house low-cost plasticizer, performance is matching with commercial additives.
4	Chemical Recycling of Polyester Textile Waste into BHET Monomer	Developed a pilot-scale process for the recycling of polyester waste into high-purity BHET monomer. The BHET is purified by different methods and has achieved a purity of >95% at pilot scale.	Chemical recycling of textile waste will have marked improvement over mechanical recycling in terms of product quality.
5	Reduction in use of Antimony based heavy metal catalyst in Polyester	Antimony based catalyst is used in polyester process which is potential carcinogen. RIL has developed a proprietary catalyst to partly reduce Antimony in all RIL's polyester product.	Reduced Antimony consumption in polyester catalyst by using proprietary catalyst
6	Bioplastic PBAT process and product technology development	Demonstrated the in-house process at pilot scale for compostable PBAT bioplastic resin intended for single-use applications.	Development of compostable bioplastic PBAT grade, which can contribute to sustainability by reducing plastic waste
7	Catalytic Gasification Technology - To develop a reliable single step catalytic gasification process for the conversion of biomass to bio-syngas/H <sub>2</sub> .	RIL's technology validation is completed by an external partner. Process design package for demo scale is delivered. Developed a pilot-validated kinetic-hydrodynamic model for biomass gasifier.	Low-temperature catalytic gasification enables sustainable bio-syngas and hydrogen production from waste biomass.
8	A novel F-Clean technology for cleaning PCG char filters, enabling reuse with efficiency and effectiveness comparable to new elements.	RIL R&D has developed a novel 'F-Clean' process to rejuvenate spent filters for reuse. The process has been commercialized for both DTA and SEZ PCG.	Reduced operating costs by recycling used filters after cleaning, thereby minimising the need to purchase and import new filters
9	Energy efficiency improvement through Liquid Phase Isomerization (LPI) implementation in JMD DTA Aromatics Unit	Implemented Liquid Phase Isomerization (LPI) technology for xylene isomerization in the JMD DTA Aromatics unit, replacing the conventional vapor-phase isomerization process partly. This technology modification is part of an ongoing operational energy optimisation programme aimed at improving process efficiency and reducing energy intensity in paraxylene production.	The initiative has led to a significant reduction in energy utilisation in paraxylene production.

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

Yes, the Company has a structured Business Continuity and Disaster Management framework in place.

RIL conducts quarterly Business Risks and Assurance Committee (BRAC) meetings to ensure business continuity, mainly focusing on business risks, their mitigation and controls. Compliance issues are also discussed and monitored closely by the leadership team. Regular meetings are conducted involving the Business, Site and Logistic teams for transportation related safety matters. The Company's activities are certified as per responsible care, Environmental Management System standard -RC 14001:2023. The scope of this involves the activities associated with and including the manufacturing and supply of chemicals, petrochemicals, polymers, fibre intermediates and elastomers. Some details pertaining to Health, Safety and Environment are on the RIL website @ <https://www.ril.com/sustainability/health-safety-environment>.

Supply and Trading (S&T) Marine ERDMP (Marine Emergency Response and Disaster Management Plan) are prepared and reviewed on annual basis. These documents are approved by Head of S&T.

IT and Services Disaster Recovery (DR) standards are in place. Business Impact Analysis is conducted for all applications to arrive at the Recovery Time Objective (RTO) and Recovery Point Objective (RPO). The DR setup, including the necessary services, is in place for business critical systems as per the derived RTO and RPO. Business Continuity Plans (BCPs) are also devised for critical systems. In addition to backup and restoration testing, regular testing of the DR setup is carried out in line with accepted standards.

For Exploration and Production business, Entity Level ERDMP (Emergency Response & Disaster Management Plan) is prepared and reviewed on an annual basis. These documents are approved and signed by Plant Heads. These documents are submitted to Oil Industry Safety Directorate (OISD) on annual basis. The ERDMP also contains the business continuity plan.

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

With most of the crude being supplied to RIL by sea vessel, and the overwhelming majority of refined products being exported by sea, road and pipeline the Company faces the risk of HSE incidents, oil spills and so on, which may lead to significant adverse impact to the environment. RIL has a strong vessel vetting, incident monitoring and emergency response system. The Company's augmented ship vetting programme

ensures that the vessels that are contracted to carry RIL Cargo are screened based on risks prior to their induction. Vendor management audits are carried out at prescribed intervals for time charters and STS service providers in accordance with the Marine Assurance Framework. RIL's control framework for road transportation has matured over a period of time and is run in collaboration with contractors. The Company supports the contractors through capacity building for their drivers in areas such as defensive driving, route hazard mapping and real-time tracking. A dedicated state-of-the-art emergency response centre provides emergency response to transporters.

Further, RIL's Bio-Energy group is mainly a waste-to-energy business, which is categorized under the 'White category' industries, introduced by the Central Pollution Control Board (CPCB) in 2016. These are defined as 'practically non-polluting' units. Hence, no Environmental impact risk is to be noted.

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

As part of its 'Sustainability Excellence Programme', Reliance is working with independent third-party sustainability assessment providers 'CredibleESG' and PwC to conduct value chain assessments aligned with the BRSR Core framework. The assessment evaluates the value chain partners across 9 attributes, covering key ESG area such as environmental performance, workforce well-being and safety, diversity and inclusion, responsible supply chain management, ethical business conduct, and governance practices. Through this initiative, Reliance engaged with over 80% of its suppliers and customers, assessed 46.7% of its value chain partners, and further evaluated 8% of the value chain partners. 36.1% (by value) of suppliers and 56.5% (by value) of customers have completed the assessment this year. Additionally, 6% (by value) of suppliers and 10% (by value) of customers have been evaluated basis their publicly available data.

In Exploration and Production, all the contracts have obligation for contractors to uphold the core values of environmental protection and conservation, and perform work in an environmentally sensitive way.

**8. How many Green Credits have been generated or procured:**

**a. By the listed entity**  
The Company has not generated or procured any green credits.

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

The Company has not generated or procured any green credits.

P7

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

Businesses are expected to engage with governments in an ethical and transparent manner to redress their grievances and advocate policies that ultimately expand the public good.

**Zero instances** of anti-competitive conduct

**An Ethics and Compliance Task Force (ECTF)** Has been set up to oversee and monitor the implementation of ethical business practices within Reliance

RIL's Approach



**Collaborating for an Ethical Business**

RIL, as a leading producer of petrochemicals and materials, acknowledges the wider environmental and societal implications of its operations. The Company engages proactively and responsibly with government authorities, industry associations and academic institutions to contribute to informed public policy and sectoral sustainability efforts. Through initiatives such as waste plastic recycling, circular materials, bio-based fuels and green chemistry solutions, Reliance continues to reduce environmental impact and advance the transition towards a more resource-efficient and circular economy.



**An Integrated Approach to Sustainable Growth**

Interlinkages

RIL's Material Topics

- Business Ethics, Integrity and Transparency
- Code of Conduct

<IR> Framework

- S Social and Relationship Capital
- G Governance

Stakeholders

Government/Regulators

Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

### Principle 7:

#### ESSENTIAL INDICATORS

##### 1. a. Number of affiliations with trade and industry chambers/ associations.

52

##### 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	Alkali Manufacturers Association of India (AMAI)	National
2	All India Flat Tape Manufacturers' Association (AIFTMA)	National
3	All India Management Association (AIMA)	National
4	All India Plastic Manufacturers Association	National
5	American Chemistry Council (ACC)	International
6	American Fuel and Petrochemical Manufacturers (AFPM)	International
7	Asia Pacific Vinyl Network (APVN)	International
8	Asia Petrochemical Industry Conference (APIC)	International
9	Asian Polymer Association	National
10	Association of Man -Made Fibre Industry of India (AMFII)	National
11	Association of Oil and Gas Operators in India (AOGO)	National
12	Association of Synthetic Fibre Industry (ASFI)	National
13	Automotive Research Association of India (ARAI)	National
14	Automotive Tyre Manufacturers' Association (ATMA)	National
15	Bombay Chamber of Commerce & Industry	National
16	British Safety Council	National
17	Centre for Chemical Process Safety (CCPS)	International
18	Centre for LAB Environmental and Technical Studies for Asia (CLETSA)	International
19	Chemicals and Petrochemicals Manufacturers' Association (CPMA)	National
20	Chemicals Export Promotion Council (CHEMEXCIL)	National
21	Confederation of Indian Industry (CII)	National
22	Cotton Association of India (CAI)	National
23	European Chemical Industry Council (CEFIC)	International
24	European Petrochemical Association (EPCA)	International
25	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
26	Federation of Indian Export Organisations	National
27	Federation of Indian Petroleum Industry (FIPI)	National
28	Gulf Petrochemicals & Chemicals Association (GPCA)	International
29	Indian Auto LPG Coalition	National
30	Indian Beverages Association (IBA)	National
31	Indian Centre for Plastics and Environment (ICPE)	National
32	Indian Chemical Council (ICC)	National
33	Indian Federation of Green Energy (IFGE)	National
34	Indian federation of Woven Technical Textiles (IFTTEX)	National
35	Indian Institute of Packaging (IIP)	National
36	Indian Technical Textiles association	National
37	Indian Vinyl Council (IVC)	National
38	International Institute of Synthetic Rubber (IISRP)	International
39	International Rubber Study Group (IRSG)	International
40	International Textile Manufacturers Federation (ITMF)	International
41	LASTFIRE	International

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
42	Manmade & Technical Textiles Export Promotion Council (MATEXIL)	National
43	National Safety Council (NSC)	National
44	Organisation of Plastic Processors of India (OPPI)	National
45	PET Packaging Association for Clean Environment (PACE)	National
46	Plastics Exports Promotion Council (PLEXCONCIL)	National
47	The Advertising Standards Council of India (ASCI)	National
48	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
49	The Catalyst Group Inc	International
50	The Synthetic & Art Silk Mills' Research Association	National
51	uPVC Window & Door Manufacturers Association	National
52	World Plastics Council	International

Note: This is not an exhaustive list

##### 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
Not Applicable	No case to report	Not Applicable

#### LEADERSHIP INDICATORS

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ half yearly/ quarterly/ others - please specify)	Web link, if available
1	Advocacy efforts are undertaken within a structured governance framework, guided by the Code of Conduct, and reflect a balanced consideration of business objectives, regulatory expectations, and broader public interest. The Company focuses on building and sustaining long-term, mutually beneficial relationships with government authorities, regulators, trade unions, investors, suppliers, and local communities, thereby enabling effective governance, regulatory compliance, and the enhancement of social and environmental outcomes. The Company's approach is firmly anchored in its Code of Conduct, which mandates the highest standards of ethical business practices, including strict adherence to anti-bribery and anti-corruption principles. As a responsible corporate citizen, RIL recognises its role in engaging in policy advocacy that delivers positive and sustainable societal impact, while remaining fully aligned with lawful, transparent, and ethical conduct.	Active membership in leading industry associations to collaborate on matters impacting the industry. Such engagements are aimed at promoting, protecting, and enhancing both the nation's and the Company's interests. All interactions with regulatory and external authorities are undertaken with due consideration to organizational priorities as well as the broader national interest, ensuring responsible representation, policy alignment, and constructive industry advocacy.	No	NA	NA

P8

# Businesses should promote inclusive growth and equitable development.

Sustainable and successful businesses have a key role to play in fostering the equitable and inclusive growth of society. They must join forces with the government and civil society to uplift disadvantaged, vulnerable and marginalised communities.

**Jobs created**  
across rural, semi-urban, urban and metropolitan geographies

**More than 1 crore**  
Persons benefitted  
from CSR projects

### RIL's Approach



## Creating a Better Tomorrow for India and all Indians

Reliance remains committed to holistic and inclusive growth by integrating digital transformation, deep-tech innovation and community-led development. This balanced model harmonises technology with tradition and economic progress with social responsibility, aligned with India's aspiration of building a Viksit Bharat.

Guided by its Corporate Social Responsibility Policy and the Reliance Group Business Partner Code of Conduct, the Company embeds social well-being and shared prosperity across its value chain. Through the initiatives of Reliance Foundation, Reliance advances rural transformation, quality education, accessible healthcare, women's empowerment and sustainable livelihoods, while strengthening resilience in underserved communities. Anchored in the values of care, compassion and service, the Company continues to scale its societal impact ensuring that innovation, growth and national development translate into meaningful progress for every community.



## An Integrated Approach to Sustainable Growth

### Interlinkages

#### RIL's Material Topics

- Sustainable Supply Chain Management
- Community Development
- Grievance Redressal Mechanisms
- Talent Management

#### <IR> Framework

- Human Capital
- Social and Relationship Capital

#### Stakeholders

Suppliers, Communities, NGOs, Employees

#### Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

### Principle 8:

#### 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
NA as SIA was not conducted but independent external impact assessments were taken up for specific projects.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R & R	Amounts paid to PAFs in the FY (in INR)
Nil						

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

RIL has both formal and informal channels in place for engaging with local communities. At all manufacturing sites, Corporate Affairs Department personnel regularly engage with community members and ensure that the Company's business operations are carried out keeping in view the needs of the communities and the larger objective of community welfare.

Communication can also be shared via verbal channels, e-mails, telephonic conversations and meetings, after which appropriate action is taken.

Additionally, RIL's vendor partners are facilitated through a grievance redressal mechanism via the SevaFirst Portal, wherein they may raise issues related to various supply chain domains, including payments and vendor configuration.

Local communities are defined as persons or groups of persons living and/or working in any areas that are economically, socially or environmentally impacted (positively or negatively) by an organisation's operations. The local community can range from persons living adjacent to an organisation's operations, to those living at a distance who are still likely to be impacted by these operations.

##### 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	13.54%	11.57%
Directly from within India	29.41%	27.18%

**Note:** The boundary of sourcing for MSMEs/small producers is Indian suppliers and for the input materials sourced directly from within India is global suppliers.

##### 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	2.67%	3.34%
Semi-urban	6.14%	6.70%
Urban	26.01%	25.20%
Metropolitan	65.16%	64.71%

**Note:** For 2025-26, 0.02% of salaries paid have been to employees who are not located in India. For 2024-25, 0.05% of salaries paid have been to employees who are not located in India.

The disclosures pertain to all employees and permanent workers. Other than permanent workers are primarily engaged through service contracts and unit rate contracts. This is applicable for all wage-related indicators.

BRSR Core indicators

All indicators that are assured.



#### LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
No negative impact has been identified	NA

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Andhra Pradesh	Visakhapatnam	1,96,91,709
2	Andhra Pradesh	Vizianagaram	51,07,469
3	Andhra Pradesh	Y.S.R. Kadapa	37,67,467
4	Assam	Barpeta	4,12,436
5	Assam	Darrang	1,84,058
6	Assam	Hailakandi	94,244
7	Bihar	Araria	4,12,436
8	Bihar	Aurangabad	10,25,803
9	Bihar	Banka	2,43,232
10	Bihar	Begusarai	15,01,690
11	Bihar	Gaya	25,55,926
12	Bihar	Jamui	43,02,187
13	Bihar	Katihar	2,08,059
14	Bihar	Khagaria	2,08,059
15	Bihar	Muzaffarpur	24,96,607
16	Bihar	Nawada	9,67,474
17	Bihar	Purnia	39,58,002
18	Bihar	Sheikhpura	5,01,333
19	Bihar	Sitamarhi	17,82,586
20	Chhattisgarh	Bastar	52,876
21	Chhattisgarh	Bijapur	5,07,614
22	Chhattisgarh	Kanker	52,015
23	Chhattisgarh	Korba	5,07,649
24	Chhattisgarh	Mahasamund	2,04,626
25	Chhattisgarh	Rajnandgaon	2,55,782
26	Gujarat	Dahod	1,24,835
27	Gujarat	Narmada	70,14,833
28	Haryana	Nuh (Mewat)	51,156
29	Himachal Pradesh	Chamba	1,07,15,408
30	Jammu & Kashmir	Baramulla	6,02,791
31	Jammu & Kashmir	Kupwara	94,244
32	Jharkhand	Bokaro	14,84,884
33	Jharkhand	Chatra	1,94,283
34	Jharkhand	Dumka	3,77,967
35	Jharkhand	Garhwa	5,09,744
36	Jharkhand	Giridih	14,42,612
37	Jharkhand	Godda	2,04,626
38	Jharkhand	Gumla	1,94,394
39	Jharkhand	Hazaribagh	52,33,755
40	Jharkhand	Khunti	51,156
41	Jharkhand	Lohardaga	51,156

## Section C : Principle-Wise Performance Disclosure

### Principle 8:

#### LEADERSHIP INDICATORS

S. No.	State	Aspirational District	Amount spent (In INR)
42	Jharkhand	Pakur	1,02,313
43	Jharkhand	Palamu	7,38,720
44	Jharkhand	Purbi Singhbhum	26,98,126
45	Jharkhand	Ramgarh	5,11,564
46	Jharkhand	Ranchi	45,63,005
47	Jharkhand	Sahibganj	2,48,587
48	Jharkhand	Simdega	41,431
49	Jharkhand	West Singhbhum	3,66,503
50	Karnataka	Raichur	19,03,071
51	Karnataka	Yadgir	3,03,674
52	Kerala	Wayanad	4,08,549
53	Madhya Pradesh	Barwani	2,11,53,175
54	Madhya Pradesh	Chhatarpur	46,16,391
55	Madhya Pradesh	Damoh	14,09,652
56	Madhya Pradesh	Singrauli	7,03,739
57	Madhya Pradesh	Guna	3,47,664
58	Madhya Pradesh	Khandwa	5,61,759
59	Madhya Pradesh	Rajgarh	3,06,939
60	Madhya Pradesh	Vidisha	11,57,716
61	Maharashtra	Gadchiroli	2,82,731
62	Maharashtra	Nandurbar	3,58,095
63	Maharashtra	Dharashiv (Osmanabad)	8,07,907
64	Maharashtra	Washim	21,62,152
65	Odisha	Balangir	1,74,81,170
66	Odisha	Dhenkanal	92,91,570
67	Odisha	Gajapati	13,59,339
68	Odisha	Kalahandi	2,33,84,362
69	Odisha	Kandhamal	50,71,506
70	Odisha	Koraput	5,69,161
71	Odisha	Nabarangpur	7,99,667
72	Odisha	Nuapada	5,56,258
73	Odisha	Rayagada	2,55,782
74	Punjab	Ferozepur	1,02,254
75	Punjab	Moga	2,04,626
76	Rajasthan	Baran	74,58,238
77	Rajasthan	Dholpur	2,55,636
78	Rajasthan	Karauli	6,03,646
79	Rajasthan	Sirohi	1,57,073
80	Tamil Nadu	Ramanathapuram	15,38,123
81	Tamil Nadu	Virudhunagar	21,41,896
82	Telangana	Bhadradi Kothagudem	10,99,829
83	Telangana	Bhoopalapally	51,789
84	Telangana	Kumuram Bheem Asifabad	51,789
85	Uttar Pradesh	Bahraich	3,59,560
86	Uttar Pradesh	Balrampur	28,40,611
87	Uttar Pradesh	Chandauli	13,41,526
88	Uttar Pradesh	Chitrakoot	2,04,508
89	Uttar Pradesh	Fatehpur	7,22,534
90	Uttar Pradesh	Shrawasti	1,84,163
91	Uttar Pradesh	Siddharthnagar	3,47,864



S. No.	State	Aspirational District	Amount spent (In INR)
92	Uttar Pradesh	Sonbhadra	9,61,741
93	Uttarakhand	Haridwar	17,06,236
94	Uttarakhand	Udham Singh Nagar	16,67,700
<b>Total</b>			<b>20,78,72,803</b>

**Note:** During FY 2025-26, RIL and its subsidiaries, supported development initiatives across Aspirational Districts identified by the Government of India. These interventions focused on areas such as education, healthcare, livelihoods, rural transformation, women's empowerment, and community development. The Company's CSR contribution towards projects implemented in Aspirational Districts during the year amounted to ₹20.79 crores. In addition, ₹3.33 Crores were contributed to the projects in Aspirational Blocks in non-aspirational districts. The total CSR spend contributed towards Aspirational Districts and Blocks amounted to ₹24.11 Crores.

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

Reliance provides equal opportunity to local suppliers to create social impact in the geographies in which it operates.

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

Reliance engages with suppliers and contractors located in the same geography (100-km radius of its plants) to support the local economy. In the FY 2025-26, total of 5,077 suppliers from the nearby geography (i.e. 100-km radius) delivered goods and services worth ₹18,518 Crore to RIL sites.

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

The sourcing done locally (i.e. within 100-km radius) is 3.77% by value of RIL's total domestic sourcing by value.

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

S. N	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	No intellectual property is owned or developed which is based on traditional knowledge	Not applicable	Not applicable	Not applicable

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

Name of authority	Brief of the Case	Corrective action taken
The Company is not involved in any dispute wherein usage of traditional knowledge is involved.	Not applicable	Not applicable

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Rural Transformation - small and marginal farmers, fisherfolk, livestock owners and landless	15,36,530	100%
2	Women Empowerment - women supported towards empowerment	1,58,531	100%
3	Health- beneficiaries with access to quality preventive, primary, secondary and tertiary care	21,49,437	100%
4	Education - children with access to quality education	14,01,842	100%
5	Sports for Development - youth who have access to training and coaching	2,51,409	100%
6	Disaster Response - number of community members supported	4,97,316	100%
7	Others - number of community members supported through Annaseva, free meals to the poor, skilling and employment, old age home support, etc.	48,45,583	100%
<b>Total</b>		<b>1,08,40,648</b>	<b>100%</b>

**Note:** The Company undertakes certain CSR initiatives in collaboration with implementation partners, consortiums, philanthropic institutions, and co-funding organizations. In such cases, the beneficiary outreach and impact numbers disclosed in this report represent the cumulative outcomes achieved during the reporting period. The Company has reported the full project impact for initiatives to which it has made a material programmatic and/or financial contribution. These outcomes have not been proportionately allocated based on the Company's share of funding, unless otherwise specified. The nature of collaborative partnerships has been disclosed wherever relevant to maintain transparency in reporting.

P9

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

Businesses are responsible for providing safe products and services that have minimal impact on society and the environment. Additionally, they must provide accurate and complete information about the products to facilitate informed decision-making for consumers and free competition in the market.

**Zero cases**  
Reported on data privacy, advertising, cybersecurity and restrictive or unfair trade practices

RIL's Approach



**Customer Centricity - The key to a Sustainable Future**

Reliance places customer centricity at the core of its operations, supported by operational excellence, process innovation and advanced technologies to deliver reliable, high-quality energy and materials. The Company enhances efficiency, safety and asset reliability through digital tools, engineering twins and AI-enabled systems across its manufacturing and production assets. Committed to responsible data governance and operational resilience, Reliance upholds robust cybersecurity and process safety standards, ensuring secure, efficient and dependable performance for customers and partners.



**An Integrated Approach to Sustainable Growth**

Interlinkages

RIL's Material Topics

- Data Privacy and Cybersecurity
- Customer Satisfaction

<IR> Framework

- Intellectual Capital
- Social and Relationship Capital

Stakeholders

Customers

Sustainable Development Goals



## Section C : Principle-Wise Performance Disclosure

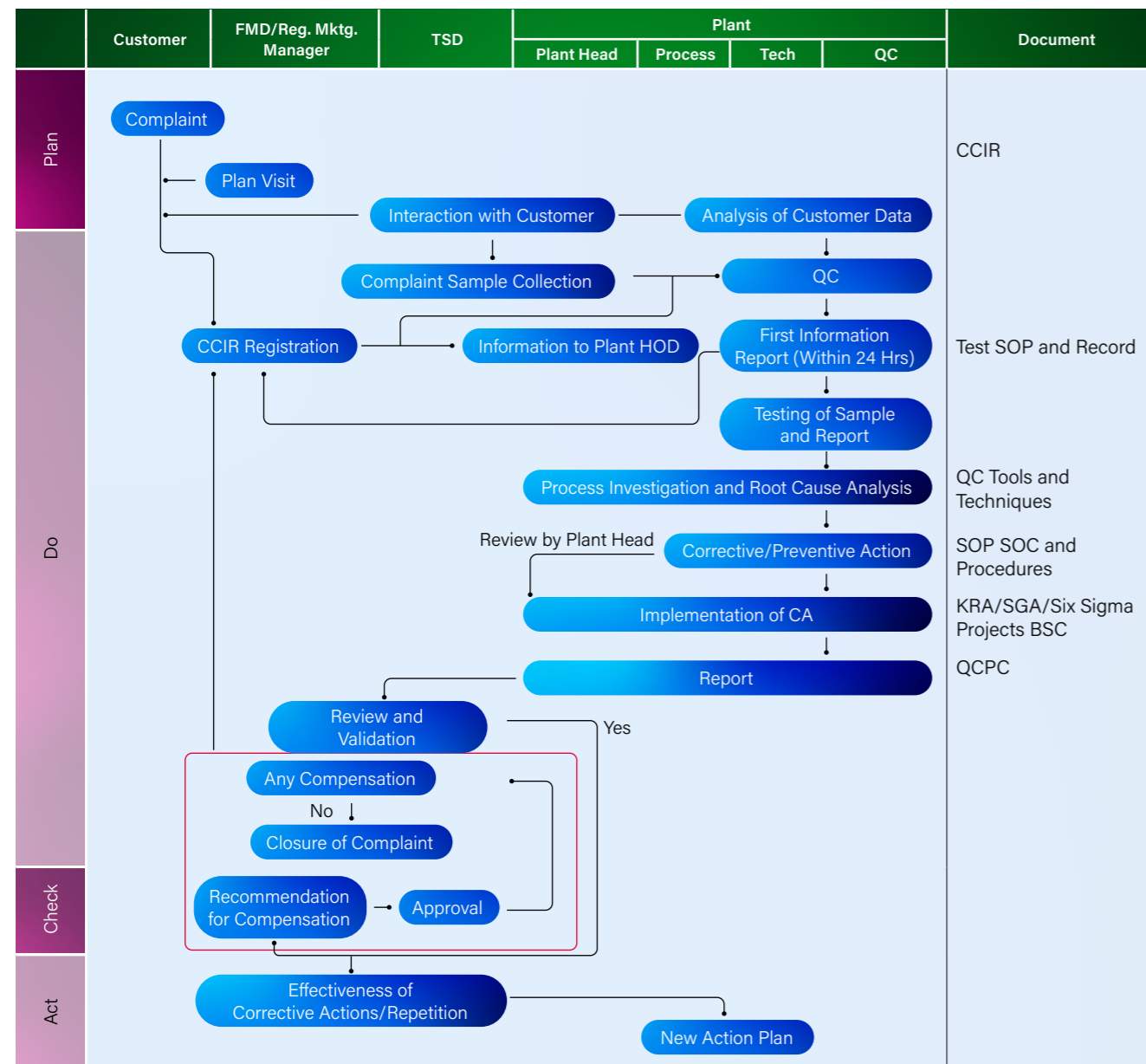


### Principle 9:

#### ESSENTIAL INDICATORS

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

The customer complaints can be received through e-mails, phone calls, meetings, surveys and web portals. The regional sales account managers handle customer complaints. In case of any complaint, the customer intimates the service provider (RIL) of the issue. Thereafter, the relevant department resolves the customer issue, and the marketing group ensures appropriate closure of the complaints. The regional sales team registers the customer complaint on the portal. The image below depicts the macro level general process flow diagram.



Additionally, for Exploration and Production, a consumer satisfaction survey was conducted. An online customer feedback process is also developed.

For the Bioenergy business, a complaint registration system is available at site, managed by the security team, while the concerned department ensures timely resolution of complaints.

##### 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% Material Safety Data Sheet (MSDS) shared with customers and available on <a href="http://www.ril.com">www.ril.com</a> .
Safe and responsible usage	100% Material Safety Data Sheet (MSDS) shared with customers and available on <a href="http://www.ril.com">www.ril.com</a> .
Recycling and/or safe disposal	100% Material Safety Data Sheet (MSDS) shared with customers and available on <a href="http://www.ril.com">www.ril.com</a> .

**Note:** The reporting boundary for this indicator includes the Company's plants in Oil to Chemicals business, and Oil and Gas (Exploration & Production) business and CBG business in India.

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes. A comprehensive cybersecurity framework aligned with leading industry standards such as NIST CSF and ISO 27001 is leveraged. The data privacy policy is hosted at <https://www.ril.com/privacy-policy>.

##### 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.

NA

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

a. Number of instances of data breaches

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

Not applicable

## Section C : Principle-Wise Performance Disclosure

### Principle 9:

#### LEADERSHIP INDICATORS

##### 1. Channels/ platforms where information on products and services of the entity can be accessed (provide weblink, if available).

All information about RIL's products and services is available on the Company website: [www.ril.com](http://www.ril.com)

Additionally, information on Petrochemical products can be accessed using the below links:

S. No.	Application Name - Web Portal
1	<a href="https://www.recron.com">https://www.recron.com</a>
2	<a href="https://www.ril.com">https://www.ril.com</a>
3	<a href="https://ebiz.ril.com">https://ebiz.ril.com</a>
4	<a href="https://www.recroncertified.com">https://www.recroncertified.com</a>
5	<a href="http://www.recronmalaysia.com">http://www.recronmalaysia.com</a>
6	<a href="https://fcht.r-elan.com">https://fcht.r-elan.com</a>
7	<a href="https://recronfs.com">https://recronfs.com</a>
8	<a href="https://www.r-elan.com">https://www.r-elan.com</a>
9	<a href="https://reflex.in">https://reflex.in</a>
10	<a href="https://relwood.in">https://relwood.in</a>
11	<a href="https://recongarengold.com">https://recongarengold.com</a>
12	<a href="https://www.reliancesibur.com">https://www.reliancesibur.com</a>
13	<a href="https://reliancecomposites.com">https://reliancecomposites.com</a>
14	<a href="https://relinforce.com">https://relinforce.com</a>
15	<a href="https://customerfirst.ril.com">https://customerfirst.ril.com</a>

**Exploration and Production:** The gas produced is sold through e-bidding mechanism (bid manager is as per Director General of Hydrocarbons empanelment) through a transparent process. Web links with information on gas and process for such bidding are included in published advertisement in English, Hindi and local daily as well as social media and Seller's website whenever bids are announced.

**Bio Energy:** <https://www.ril.com/businesses/new-energy-materials/reliance-bioenergy>

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

The Company ensures customers are informed about the safe and responsible usage of its products. Technical guidance is provided to the customers supporting them in safe and responsible product usage. Periodic workshops and training sessions are conducted for distributors and end-users, focusing on best practices in product handling and usage.

The Company adopts a comprehensive Product Stewardship approach. Safety Data Sheets (SDS)

aligned with global GHS standards are provided on supply and digital repository on RIL website. A dedicated Product Application Group transforms product supply into a value-added partnership by researching optimised, safe applications. RIL supports its customers and value chain partners by moving beyond basic education and best practice sharing, to conduct specialised workshops on Emergency Control Planning and tactical response, ensuring that partners are equipped for high-level of operational safety.

The Company provides MSDS to all the customers. This document details how to use the product in a safe and responsible way. MSDS is provided to each customer on starting the supplies. Customers are also aware of MSDS being available on the website ([www.ril.com](http://www.ril.com)).

Currently for natural gas, customers are from the B2B segment, and they understand the safe and responsible usage of natural gas. Continuous evaluation of any specific requirement to inform and educate such B2B customers is done.

For Compressed Biogas, customers are mainly from B2B segment, and they are informed about product specifications during signing agreements / contracts.

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

The Company is a Responsible Care® member and is certified to the requirements the RC 14001, which includes the requirements of a product safety code. Regular consumer awareness campaigns are conducted through various media channels, to educate consumers on the importance of following safety guidelines when using its products. The Company actively collaborates with industry bodies and regulatory agencies to develop and disseminate safety standards and guidelines relevant to the industry.

Mechanisms include: 1) Through immediate communication on email 2) By way of discussions to find a mutually acceptable solution 3) Final recourse will be legal help using contractual clauses such as Force Majeure.

Additionally, for Exploration and Production, there are mechanisms in place to promptly inform consumers through emails and calls of any risk of disruption/ discontinuation of gas supply.

While Compressed Biogas manufacturing is not classified as an essential service, the Company has established mechanisms to inform its customers of any planned or unplanned disruptions that may impact supply, in line with contractual and operational requirements.

##### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. For Oil to Chemicals business, product information is displayed accurately and in an easy-to-understand manner.

- All Polyester Fibre & Filament Yarn products are certified for eco-label.
- Safety data sheets, technical data sheets and Certificate of Analysis (CoA) of all Polyester Fibre/ Filament Yarns/ Resins are provided to the customers for safe handling and correct usage of the products.
- Products are assessed for risks in applications such as food contact, hygiene and medical devices. Certificates are shared with the customers on request.
- Product qualifications of speciality products, such as antimicrobial, flame retardant etc., are done at third-party laboratories, and reports are shared with the customers.

Also, the Company has a feedback mechanism that allows consumers to report any concerns related to the products. The Company benchmarks its practices against global standards and continually improves consumer education initiatives. Additionally, traders who are in regular touch with Channel Partners also get feedback. Necessary resolution is provided to the customer using expertise of the concerned internal functions.

With respect to Exploration and Production, any such display is not applicable on natural gas.

For the Compressed Biogas business, the Company provides product information, including quality specifications, through invoices and contracts.

The Company engages regularly with its institutional customers through structured review meetings, performance evaluations and feedback mechanisms across major operational locations to assess customer satisfaction and enhance service delivery.



# Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information in Reliance Industries Limited's Business Responsibility & Sustainability Report

## To the Board of Directors of Reliance Industries Limited

**1.** We have undertaken to perform a reasonable assurance engagement, for **Reliance Industries Limited** (the "Company") vide our engagement letter dated February 13, 2026, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility & Sustainability Report (the "BRSR Report") of the Company for the year ended March 31, 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners and environmental engineers and specialists.

## **2. Identified Sustainability Information**

Our scope of reasonable assurance consists of the Sustainability Information listed in the Appendix I to this report. The reporting boundary of the BRSR Report is as disclosed in Question 13 of Section A: General Disclosure of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR Report, where applicable.

Our reasonable assurance engagement was with respect to the year ended March 31, 2026 information on sustainability information as listed in Appendix I unless otherwise stated and we have not performed any procedures with respect to any other elements included in the BRSR Report and therefore, do not express any opinion thereon.

## **3. Criteria**

The Criteria used by the Company to prepare the Identified Sustainability Information is as under:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; and
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated January 30, 2026.

## **4. Management's Responsibility**

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including

the reporting boundary of the BRSR Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

## **5. Inherent Limitations**

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

## **6. Our Independence and Quality Control**

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Master Circular and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control (the "SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

## **7. Our Responsibility**

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 Assurance Engagements

on Greenhouse Gas Statements (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information listed in Appendix I and included in the BRSR Report are prepared, in all material respects, in accordance with the Criteria.

As part of a reasonable assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

A reasonable assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

The assurance procedures are performed at corporate level and for manufacturing plants located at Barabanki, Dahej, Hazira, Hoshiarpur, Jamnagar, Nagothane, Naroda, Patalganga, Silvassa, Vadodara; for Terminal Operations and for On-shore and Off-shore exploration and production facilities at Gadimoga and Shahdol; for Compressed Biogas ("CBG") plant at Barabanki.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including environment team, energy team, sustainability team, compliance team, human resource team amongst others and those with the responsibility for preparation of the BRSR Report;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at manufacturing plants and other locations on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have

been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;

- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Tested the key assumptions, emission factors and methodologies used for calculation of GHG emissions;
- Tested the Company's process for collating the sustainability information through agreeing or reconciling the sustainability information with the underlying records on a sample basis; and
- Tested the consolidation for various plants, locations and offices on a sample basis under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

## **8. Exclusions**

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Operations of the Company other than the Boundary mentioned in the Identified Sustainability Information listed in Appendix I;
- Aspects of the BRSR Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e the financial year ended March 31, 2026; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

## **9. Other Information**

The Company's management is responsible for the other information. The Other information comprises the information included within the BRSR, other than Identified Sustainability Information and our independent assurance report dated April 24, 2026, thereon.

Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

## Independent Assurance Statement

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### 10. Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix I for the year ended March 31, 2026 are prepared in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

### 11. Restriction on Use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly,

we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **Deloitte Haskins & Sells LLP**  
Chartered Accountants  
(Firm's Registration No. 117366W / W-100018)

**Pratiq Shah**  
Partner  
Membership No. 111850  
UDIN: 26111850WRLONU3749

Place: Mumbai  
Date: April 24, 2026

## Appendix I

### Identified Sustainability Information Subject to Reasonable Assurance

#### Part A: BRSR Core Indicators

S. No.	Reporting Standard Reference	Description of Indicator	Boundary for assurance (Refer notes)
<b>Section C - Principle (P)- Essential Indicator [E]</b>			
1	P-1 [E], Question 8	Number of days of accounts payables: ((Accounts payable *365) / Cost of goods/services procured)	Note 1
2	P-1 [E], Question 9	Open-ness of business: Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties.	Note 1
3	P-3 [E], Question 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)	Note 1
4	P-3 [E], Question 11	Details of safety related incidents: - Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) (employees and workers) - Total recordable work-related injuries (employees and workers) - No. of fatalities (employees and workers) - High consequence work-related injury or ill-health (excluding fatalities) (employees and workers)	Note 2
5	P-5 [E], Question 3(b)	Gross wages paid to females as % of total wages paid by the entity	Note 1
6	P-5 [E], Question 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) - Complaints on POSH as a % of female employees/workers - Complaints on POSH upheld	Note 1
7	P-6 [E], Question 1	Details of total energy consumption (in Joules or multiples) and energy intensity: - Total energy consumed from renewable sources (% of energy consumed from renewable sources) - Total energy consumed from non-renewable sources	Note 2
8		Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	
9		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	
10	P-6 [E], Question 3	Disclosures related to water withdrawal and consumption: Water withdrawal by source (in kilolitres) i. Surface water, ii. Groundwater, iii. Third-Party Water, iv. Seawater/desalinated water, v. Others - Total volume of water withdrawal (in kilolitres) - Total volume water consumption (in kilolitres)	Note 2
11		Water intensity per rupee of turnover (Total water consumption / Revenue from operations)  Water intensity per rupee of turnover adjusted for PPP (Total water consumption / Revenue from operations adjusted for PPP)	

## Identified Sustainability Information subject to Reasonable Assurance

S. No.	Reporting Standard Reference	Description of Indicator	Boundary for assurance (Refer notes)
12	P-6 [E], Question 4	Water Discharge by destination and level of treatment (in kilolitres)	Note 2
13	P-6 [E], Question 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity: - Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Note 2
14		- Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	
15	P-6 [E], Question 7	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations) Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for PPP (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Note 2
16	P-6 [E], Question 9	Details related to waste management by the entity: - Total waste generated: Plastic waste, E-waste, Construction demolition waste, Biomedical waste, Battery waste, radioactive waste, Other Hazardous waste and Non-hazardous waste.	Note 2
17		Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) Waste intensity per rupee of turnover adjusted for PPP (Total waste generated / Revenue from operations adjusted for PPP)	
18	P-6 [E], Question 9	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	Note 2
19	P-6 [E], Question 9	Each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	Note 2
20	P-8 [E], Question 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers: - Directly sourced from MSMEs/ small producers - Directly from within India	Note 1
21	P-8 [E], Question 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) as % of total wage cost	Note 1
22	P-9 [E], Question 7	Information relating to data breaches: - Number of instances of data breaches - Percentage of data breaches involving personally identifiable information of customers - Impact, if any, of the data breaches	Note 1

**Notes:**

- All business segments and operations of the Company.
- The Company's reporting boundary for environment and safety indicators includes its plants in Oil to Chemicals business, Oil and Gas (Exploration & Production) business, and Compressed Biogas (CBG) business in India. For Energy and GHG indicators, the disclosure includes the impact of telecom towers owned and operated by the Company.

## Part B - BRSR Indicators (other than BRSR Core)

S. No.	Reporting Standard Reference	Description of Indicator	Boundary for assurance (Refer notes)
<b>Section A: General Disclosures</b>			
1	Question 20	Details as at the end of Financial Year: a. Employees and workers (including differently abled) (Permanent and other than Permanent) b. Differently abled Employees and workers (Permanent and other than Permanent)	Note 1
2	Question 21	Participation/Inclusion/Representation of women	Note 1
3	Question 22	Turnover rate for permanent employees and workers	Note 1
<b>Section C - Principle (P) - Essential Indicator [E] / (Leadership Indicator [L])</b>			
4	P-1 [E], Question 1	Percentage coverage by training and awareness programmes on any of the principles during the financial year	Note 1
5	P-3 [E], Question 1(a)(b)	Details of measures for the well-being of employees and workers: - Health Insurance - Accident Insurance - Maternity Benefits - Paternity Benefits - Day Care facilities	Note 1
6	P-3 [E], Question 2	Details of retirement benefits: - Provident Fund - Gratuity - ESI and Others	Note 1
7	P-3 [E], Question 5	Return to work and Retention rates of permanent employees and workers that took parental leave	Note 1
8	P-3 [E], Question 8	Details of training given to employees and workers on health & safety measures and skill upgradation	Note 1
9	P-3 [L], Question 3	Number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	Note 2
10	P-5 [E], Question 1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity of employees and workers	Note 1
11	P-5 [E], Question 3(a)	Details of Median remuneration/salary/wages	Note 1
12	P-6 [E], Question 6	Air emissions (other than GHG emissions) by the entity: NOx, SOx, Particulate Matter (PM), Persistent organic pollutants (POP), Volatile organic compounds (VOC), Hazardous air pollutants (HAP), Others	Note 2
13	P-6 [L], Question 1	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)	Note 2
14	P-9 [E], Question 2	Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about: - environmental and social parameters relevant to the product - safe and responsible usage - recycling and/safe disposal	Note 2

**Notes:**

- All business segments and operations of the Company.
- The Company's reporting boundary for environment and safety indicators includes its plants in Oil to Chemicals business, Oil and Gas (Exploration & Production) business, and Compressed Biogas (CBG) business in India.



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