SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L25111TN1982PLC009414
2.	Name of the Listed Entity	TVS Srichakra Limited
3.	Year of incorporation	2-6-1982
4.	Registered office address	TVS Building, 7-B West Veli Street, Madurai - 625 001
5.	Corporate address	No.10, Jawahar Road, Madurai - 625 002. Tamil Nadu.
6.	E-mail	secretarial@eurogriptyres.com
7.	Telephone	0452 2443300
8.	Website	www.tvseurogrip.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 7,65,70,500/-
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. Chinmoy Patnaik (Company Secretary) Telephone No.- 0452 2443300 Email ID- secretarial@eurogriptyres.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).	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

Requirements

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of tyres and tubes	Manufacture of rubber tyres and tubes for motor vehicles, motorcycles, scooters, three-wheelers, tractors and aircraft	99.47%

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

Requirements

S. No.	Product/Service	NIC Code	% of Total Turnover Contribute
1	Manufacture of tyres and tubes	Class 22111* *As per National Industrial Classification (2008)	99.47%

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	3	110	113
International	-	1	1

19. Markets served by the entity

a. Number of Locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	90+ countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?
% to Total Turnover - 19.69%

c. A brief on types of customers
Domestically, the company supplies tyres to vehicle manufacturers (commonly known as Original Equipment Manufacturers - OEMs) as well as the replacement market, serviced through a network of depots, distributors and retailers. The company also sells its range of products in the global markets.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total(A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	667	628	94%	39	6%
2	Other than Permanent (E)	-	-	0%	-	0%
3	**Total Employees (D+E)**	667	628	94%	39	6%
WORKERS						
4	Permanent (F)	2,040	2,040	100%	-	0%
5	Other than Permanent (G)	-	-	0%	-	0%
6	**Total Workers(F+G)**	2,040	2,040	100%	-	0%

b. Differently abled Employees and workers:

S. No	Particulars	Total(A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	**Total Differently abled employees(D+E)**	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	**Total differently abled Workers(F+G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women

S. No	Particulars	TOTAL(A)	Female	
			No.(B)	%(B/A)
1	Board of Directors *	8	2	25%
2	Key Management Personnel **	3	1	33%

** Includes Managing Director*
*** Key Management Personnel are Managing Director, Chief Financial Officer and Company Secretary.*

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

Particulars	Turnover rate in FY 2025-26			Turnover rate in FY 2024-25			Turnover rate in FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (in %)	29.50	2.60	27.90	19.65	22.22	19.75	18.35	18.18	18.34
Permanent Workers (in %)	4.34	-	4.34	3.80	-	3.80	2.80	-	2.80

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

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

S.No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	TVS Srichakra Investments Limited	Subsidiary	100%	No
2.	TVS Sensing Solutions Private Limited	Step down Subsidiary	100%	No
3.	Fiber Optic Sensing Solutions Private Limited	Step down Subsidiary	100%	No
4.	Super Grip Corporation	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
(ii) Turnover ₹3389.66 crores
(iii) Net worth ₹1230.30 crores

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	NIL	NIL	NA	NIL	NIL	NA
Investors (Other than shareholders)	Yes	NIL	NIL	NA	NIL	NIL	NA
Shareholders	Yes	3	NIL	Resolved all the complaints	3	NIL	Resolved all the complaints
Employees and Workers	Yes	NIL	NIL	NA	NIL	NIL	NA
Customers	Yes	3,214	NIL	Complaint volume increase is due to expanding sales base and wider, more accesible service network wrt empowered dealer touchpoints.	1,528	NIL	
Value chain partners	Yes	-	1	Palapilly Crumb payment cyber crime case ongoing carried forward from last year	1	1	Palapilly Crumb payment unresolved. Filed cyber crime case.

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

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

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environment & Sustainability	Opportunity	1.Company has carried out Scope 1 and 2 GHG Emission ISO 14064-1 Verification audit through 3rd party TUV India Private Limited (TUV) for the reporting period from FY19 to FY26. 2. The Company maximises the use of renewable energy sources. The renewable power consumption in Madurai plant increased from 80 % to 90 %. 3. Company successfully uses 100% biomass fuel for steam generation in the Uttarakhand plant. 4. Company successfully completed 5MW GCP Solar plant for UKD plant #1 5 Company has successfully reduced the Specific power consumption by 0.5 % in Madurai facility 6. Company has successfully reduced the specific steam consumption by 4% through introduction of trap monitoring and compressed air leak monitoring system and energy saving measures 7. Madurai plant maintained zero liquid discharge plant ensuring zero water pollution. 8. Company provides ESP (Electrostatic Precipitators) in the boiler flue gas outlets to ensure the statutory norms	NA	**Positive** Company has reduced the Carbon foot print from Scope 2 emission at Madurai plant by 86% in comparison to base year FY19. Usage of 100% biomass fuel in Uttarakhand plant has eliminated the generation of Co2 during steam generation in Boilers in this plant. Installed 5 MWp GCP Solar plant in UKD #1 Zero water pollution due to maintaining zero liquid discharge in Madurai plant.
2	Business concentration	Risk	In the past, the company's operations have been concentrated in a few segments and geographies.	The company has embarked on a program to enlarge its presence in a larger number of segments (product as well as customer). In addition, greater focus on global markets has also been initiated.	**Negative** Risk of non achievement of financial goals because of exposure to concentrated business segments and geographies. Positive The initiatives taken by the company provide the opportunity to expand its business into a larger number of segments and geographies.
3	Management of cost	Risk	• Raw material price volatility can affect budgeted product costing. • Disturbances in global economy could lead to supply chain disruption, thereby impact on-time delivery of raw materials	• The company optimises its cost by Strategic sourcing of seasonal inputs and entering long term contracts with key suppliers. • Supply security is protected with maximising domestic business share and on-boarding multiple vendors for each raw material.	**Negative** Raw material and commodity pricing fluctuations have direct correlation with the profit margins.
4	Innovation	Opportunity	The market is dynamically changing, rising demand from more sustainable materials usage, rising EV segments, stringent performance requirements, increasing demand to delivery in short time frame provides an opportunity to deliver innovative products and services.	NA	**Positive** The company has a strong development / research programs in place to address emerging product and market segments. This should have a positive impact on revenue and profitability.
5	Global economic conditions	Risk	Demand-Supply mismatch, global economic policy changes leading to surge in raw material prices and reducing company's contribution.	Standardisation, more of commodity inputs that are locally available rather than speciality materials and cost competitive imports from FTA countries are few of the business approaches done by the company to control input costs.	**Negative** Lower market demand, Stiff competition and inability to pass-on the input cost increases in full affects the company's earnings.
6	Employee engagement and organisation capability	Opportunity	The company has taken initiatives to align its organisation structure, build organisation capabilities and engage with employees.	NA	**Positive** The actions initiated are targeted at fulfilling the twin objectives of business success and an engaged workforce.

SECTION B: Management And Process Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies are available in the company's website - www.tvseurogrip.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949, ISO 45001, ISO 14001, ISO 9001, ISO 50001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The company's functional leadership is responsible for ensuring compliance with the NGRBC principles. Our goal is to reduce the Carbon foot print in Scope 1and 2 emission by 50 % by 2030 compared to the base line FY19 tCO2e of 166205. Scope - 3 GHG inventory measurement through external consultant planned in FY 26-27								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The company has formally created the Sustainability cell in Manufacturing plants , Completed Scope 1 and 2 measurement audit and worked out the carbon foot print along with De - Carbonization action plan. Company has worked out a goal to reduce the carbon foot print in scope 1 and 2 by 50 % by 2030 against FY19 - Current progress is a reduction of around 23% from tCO2e of 166205 in FY19 to 128014 in FY26. Scope - 3 GHG measurement through External consultant planned in FY 26-27								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Considering the nature of business of the company, ensuring that the environment is not adversely impacted either directly or indirectly by the operations of the company is a key ESG related challenge. We give utmost importance to all ESG aspects in our business decisions. We have increased renewable energy consumption, recycling of the wastes, reduced the usage of fossil fuels - in an effort to contribute to the circular economy. Our performance against each principle of National Guideline on Responsible Business Conduct is stated in Section C of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Shobhana Ramachandhran (Managing Director) DIN : 00273837								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Corporate Social Responsibility (CSR) Committee is responsible for making decisions on sustainability issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P1, P2, P3,P4, P5, P6, P7, P8, P9	P1, P2, P3, P4, P5, P6, P7, P8, P9
Performance against above policies and follow up action	Annual review of policies and performance are made and necessary actions, as required, are taken.	Policies are reviewed depending upon applicable laws and whenever there is a need.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances.	The company is in compliance with all applicable material statutory requirements.	The policies are reviewed as prescribed under applicable laws.

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The Company has framed the required policies and practices under each of the above principles and has not carried out any independent assessment of working of these policies.								

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

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

SECTION C: Principle Wise Performance Disclosure

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2025-26:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	45	Skill development, health and safety and managerial excellence	40.12%
Workers	1	Health and Safety	100.00%
Workers	1	Skill Development	5.88%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In INR)	Brief of case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Brief of case		Has an appeal been preferred? (Yes/No)
Imprisonment	NIL				
Punishment					

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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 - The Company's Code of Conduct for Employees includes a section on anti-bribery / anti-corruption. Website link - www.tvseurogrip.com

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

Requirements

Particulars	FY 2025-26	FY 2024-25
Directors	NIL	
KMPs		
Employees		
Workers		

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

Requirements

Particulars	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	NIL			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

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

	FY 2025-26	FY 204-25
Number of days of accounts payable	96	101

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	32.1%	34.2%
	b. Number of dealers / distributors to whom sales are made	905	575
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.8%	8.1%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.2%	0.1%
	b. Sales (Sales to related parties / Total Sales)	2.0%	1.1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	20.6%	23.2%
	d. Investments (Investments in related parties / Total Investments made)	19.3%	20.1%

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

Essential Indicators

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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	2.81%	3.35%	R&D We continuously strive to develop tyres to reduce the overall CO2 emission by using sustainable materials, recycled materials, etc... also adopt the least energy input-based tyre manufacturing process. Others 1) Use of electric vehicles for intra-plant movement, which is eco-friendly and helps in reducing the carbon footprint. 2) Adoption of technologies that help to promote fuel savings, thermal energy savings, avoid air pollution and reduce the depletion of natural resources. 3) Green belt plantation at plants 4) Number of measures taken for energy savings, power quality improvement and avoiding pollution. 5) Rainwater harvesting to improve the groundwater level.
Capex	1.71%	5.54%	

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

The company continues to focus on integrating sustainability at each stage of product life cycle starting from sourcing of raw materials.

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

EUDR compliance natural rubber, waste tyre reclaimed and crumb rubber. Recycled plastic spacer. Appx 14%

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.

The company is continuously exploring ways to enhance the safe reclamation of products for reuse, recycling, and eventual disposal at the end of their life cycle through various interventions. Currently, the following processes are in place:

Plastics: Plastic scrap is sold to licensed scrap trader.

E-waste: E-waste is sold to the agencies authorised by TNPCB

Hazardous waste: Hazardous waste is sold to the agencies authorised by TNPCB

Other waste: End-of-the-life products are disposed in compliance with EPR policies stipulated by CPCB

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. Company ensures safe and secured disposal of the plastic waste through CPCB licensed sources.

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

Essential Indicators

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

Category	% of employees covered by										
	Total(A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B/A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E/A)	Number(F)	%(F/A)
Permanent Employees											
Male	628	628	100%	628	100%	-	0%	628	100%	-	0%
Female	39	39	100%	39	100%	39	100%	-	0%	-	0%
Total	**667**	**667**	**100%**	**667**	**100%**	**39**	**6%**	**628**	**94%**	**-**	**0%**
Other Than Permanent Employees											
Male	-	-	0%	-	0%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%	-	0%
Total	-	-	0%	-	0%	-	0%	-	0%	-	0%

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

Requirements

Category	% of Workers covered by										
	Total(A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	%(B/A)	Number(C)	%(C/A)	Number(D)	%(D/A)	Number(E)	%(E/A)	Number(F)	%(F/A)
Permanent Workers											
Male	2,040	2,040	100%	2,040	100%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%	-	0%
Total	**2,040**	**2,040**	**100%**	**2,040**	**100%**	**-**	**0%**	**-**	**0%**	**-**	**0%**
Other Than Permanent Workers											
Male	-	-	0%	-	0%	-	0%	-	0%	-	0%
Female	-	-	0%	-	0%	-	0%	-	0%	-	0%
Total	-	-	0%	-	0%	-	0%	-	0%	-	0%

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 well-being measures as a % of total revenue of the company	0.8%	0.9%

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

Requirements

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% of the applicable employees, as per the Act.		Yes	100% of the applicable employees, as per the Act.		Yes
Gratuity						
ESI						

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
a) Facilities and amenities have been provided to disabled persons to enable them to work effectively;
b) List of posts identified to sustain diversity and inclusion;
c) Manner of selection of disabled persons for various posts, post-recruitment and pre-promotion training, preference in transfer, preference in allotment of residential accommodation (if any) and other facilities;
d) Provisions for assistive devices, barrier-free accessibility and other provisions for disabled persons

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. It is covered in the Business Responsibility & Sustainability policy of the company. Weblink - www.tvseurogrip.com

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

Requirement

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	0%	0%
Total	**100%**	**100%**	**100%**	**100%**

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

Requirement

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Employees can bring their grievances to the HR department through Union committee members or via their supervisor. If required, they can raise the grievances directly to HR and respective functional heads for clarification. A separate Family Counselling Center (FCC) also functions to keep the grievances handling on the right path and also for employee easy access to raise grievances.
Other than Permanent Workers	Non-permanent workers may raise their grievances through their respective manager, or the Employee Relations (ER) Team. Compliant registration Boxes are placed in the factory entry and in ladies rest rooms to raise greivances. The Company periodically sensitizes all employees on the prevention of sexual harassment at the workplace through workshops, awareness sessions, group discussions, and online training programs.
Permanent Employees	Yes. These employees can report their grievances to their respective HRBP representative or the Head HR. The company, on a regular basis, sensitizes its employees on the prevention of the sexual harassment at the workplace, through workshops, group meetings, online training modules, and awareness programs.
Other than Permanent Employees	NA

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

Requirement

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)
Total Permanent Employees	667	-	0%	751	-	0%
Male	628	-	0%	719	-	0%
Female	39	-	0%	32	-	0%
Total Permanent Workers	2,040	2,040	100%	2,034	1922	94%
Male	2,040	2,040	100%	2,034	1922	94%
Female	-	-	0%	-	-	0%

8. Details of training given to employees and workers:

Requirement

Category	FY 2025-26					FY 2024-25				
	TOTAL (A)	On health and safety		On skill upgradation		TOTAL (D)	On health and safety		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	628	628	100%	-	0%	719	719	100%	-	0%
Female	39	39	100%	-	0%	32	32	100%	-	0%
Total	667	667	100%	-	0%	751	751	100%	-	0%
Workers										
Male	2,040	2,040	100%	120	6%	2,034	2,034	100%	80	4%
Female	-	-	0%	-	0%	-	-	0%	-	0%
Total	2,040	2,040	100%	120	6%	2,034	2,034	100%	80	4%

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

Requirement

Category	FY 2025-26			FY 2024-25		
	TOTAL (A)	No. (B)	% (B/A)	TOTAL (C)	No. (D)	% D/C
Employees						
Male	628	628	100%	719	719	100%
Female	39	39	100%	32	32	100%
Total	667	667	100%	751	751	100%
Workers						
Male	2,040	2,040	100%	2,034	2,034	100%
Female	-	-	0%	-	-	0%
Total	2,040	2,040	100%	2,034	2,034	100%

10. Health and safety management system:

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

Yes, manufacturing units of the company have an occupational health and safety management system ISO45001:2018 in place. It covers 100% of our employees, workers, visitors, contractual service providers, suppliers. Coverage is 100%.
The company's Occupational Health Safety & Environment policy works as a guiding document to implement, monitor and assess the occupational health and safety management system. OHSE risk is monitored during regular safety committee meetings, monthly review meeting with senior team, safety audits, various OHSE training/ awareness (Induction/ PEP Talk/ On the Job Training (OJT)/ Fire Safety etc.,), work permit system, EHS Zone members meetings, etc.

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

Routine risks are assessed through conducting regular Hazard Identification & Risk Assessments (HIRA) and controlled through standard operating procedures, operational control procedures, visual display signages, safety audits, inspections, etc.,

Non-routine activities which may have hazards and related risks are assessed through conducting Job Safety Analysis (JSA) by expert teams (safety officer, engineering head, area head, contractor, safety committee member). Safety procedure has been developed for execution on all non routine activity.

All critical activities are monitored through 8 types of work permits to ensure the health and safety of man, machines and materials. These are:

a) Hot work permit
b) Confined space entry permit
c) Height work permit
d) Night work permit
e) Excavation work permit
f) Lock Out Tag Out (LOTO) work permit
g) Lifting work permit
h) Heavy vehicle entry permit

We have various forums to record work related risks by consultation and participation of employees/workers in safety committee meetings, daily review meetings, PEP talks and shift start up meetings. Based on the nature of the recorded observations, actions are taken by supervisors and reviewed by the safety officer. This is horizontally deployed in all respective areas as corrective actions and are regularly reviewed.

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

Yes, The company has a well-defined system to encourage employees/workers to record, monitor and mitigate work related hazards through various means including EHS zone wise clasifications- 92 nos, safety suggestions, near miss incident reporting, safety committee meetings, etc.,

We conduct various awareness sessions inside the manufacturing facilities on reporting unsafe conditions, near miss incidents, etc., to all our employees through internal and external resources.

Daily PEP talk is conducted inside shop floor on job related standard operating procedures through discussion with employees.

Conducting Behaviour Based Safety Assessment study for operators to ensure the safety working culture and scope of improvement points will also share to the employees as feedback in shopfloor.

Safety signages are provided inside the manufacturing facility on potential hazards, Do's & Dont's, One point lesson.

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

Yes. The company has appointed certfiied medical officers (MO), who conduct various medical camps on diabetes, hypertension, anemia, cardiac health, etc. Awareness sessions on preventive healthy lifestyle are conducted. Our occupational health center is equipped with adequate and required PPE with medical services.

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	NIL	NIL
	Workers	0.031	0.030
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	6	5
No. of fatalities	Employees	NIL	NIL
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers		

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The company strives to achieve a target of “ZERO ACCIDENTS, ZERO HEALTH HAZARDS AND ZERO LIQUID DISCHARGE”. The company's Occupational Health Safety and Environment (OHSE) policy covers the manufacturing plants of the company. The scope extends to employees, contractors, visitors, suppliers, service providers and all associated with our factory .

We conduct internal audits and third-party audits with CFT members/ experts at regular intervals, for identification and elimination of unsafe acts and unsafe working conditions.

As part of the initiative of implementing good safety practices, at the beginning of the shift, operators conduct a self check of safety devices located on their machines.

We regularly conduct safety awareness programs on the shop floor through safety PEP talks, KY training , fire & life support training, Do's & Dont's, including training through visual control displays. We follow a stringent practice of work permits system to ensure safe working methods are in place.

We have conducted mass safety awareness programs during National Safety Month celebrations, Road Safety Week celebrations, World Environmenty Day for employees and their family members. We conduct periodical medical examinations and also health related awareness programmes for all employees.

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

Particulars	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	NIL					
Health & Safety						

14. Assessments for the year:

Requirement

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

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

We have a defined audit system to carry out internal & external audits of environmental, occupational health & safety parameters. Corrective actions for all categories of incidents/significant risks are identified and suitable actions are taken.

We have developed a pool of internal auditors trained in the different ISO standards to review compliances periodically. Internal audits are conducted twice a year and external audits are conducted by a third party. Opportunities for improvement and non compliances raised in the internal/external audits are addressed. These are reviewed in monthly review meetings.

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

Essential Indicators

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

The policies of the company provide the approach for identifying and engaging with stakeholders that include shareholders, customers, employees, suppliers, communities, civil society, media and the government.

The company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth. The company has put in place systems and procedures to identify, prioritize, and address the needs and concerns of its stakeholders across businesses and units in a continuous, consistent, and systematic manner so that the stakeholder priorities and interests are attended to and all their concerns are addressed.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, meetings, newspaper, company website, stock exchanges, other statutory authority	Regularly through company's website and website of stock exchanges, through annual general meetings	Disseminating and sharing of information with the shareholders with a view to update
All local residents living within the vicinity of the plant	No	Designated representative is available to have a periodical communication, handling grievances and maintaining smooth relationship.	As and when required	To maintain a smooth relationship as to ensure harmonies environment to run the plant amicably.
Employees	No	Town hall, notice board, meeting, pep talk at shop floor	As and when required	1.Communicate the business requirements and priorities. 2.Family counselling. 3.Employee engagement programme
Channel partners	No	Physical meetings, dealer meets, audits, loyalty programmes, 1 on 1 interactions, whatsapp communication.	As and when required	Customer relationship, product knowledge, business development.
Suppliers	No	Supplier meets, audits, physical meetings and email	Engaged on daily, monthly and quarterly basis.	New product development, supplier relationship

PRINCIPLE 5: Businesses Should Respect And Promote Human Rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total(A)	No. of employees / workers covered (B)	%(B/A)	Total.(C)	No. of employees / workers covered (D)	%(D/C)
Employees						
Permanent	667	104	16%	751	154	21%
Other than permanent	-	-	0%	-	-	0%
Total Employees	**667**	**104**	**16%**	**751**	**154**	**21%**
Workers						
Permanent	2,040	-	0%	2,034	-	0%
Other than permanent	-	-	0%	-	-	0%
Total Workers	**2,040**	**-**	**0%**	**2,034**	**-**	**0%**

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)
Employees										
Permanent										
Male	628	-	0%	628	100%	719	-	0%	719	100%
Female	39	-	0%	39	100%	32	-	0%	32	100%
Other than Permanent										
Male	-	-	0%	-	0%	-	-	0%	-	0%
Female	-	-	0%	-	0%	-	-	0%	-	0%
Workers										
Permanent										
Male	2,040	-	0%	2,040	100%	2,034	-	0%	2,034	100%
Female	-	-	0%	-	0%	-	-	0%	-	0%
Other than Permanent										
Male	-	-	0%	-	0%	-	-	0%	-	0%
Female	-	-	0%	-	0%	-	-	0%	-	0%

3. Details of remuneration/salary/wages

a. Median remuneration/ wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	10,00,000#	1	15,00,000#
Key Managerial Personnel	3	1,01,61,804	1	6,18,68,209
Employees other than BoD and KMP	625	9,95,976	38	7,28,004
Workers	2,040	5,47,560	NA	NA

** Excluding Executive Vice Chairman and Managing Director*
 # The remuneration figures are exclusive of sitting fees

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.7%	3.5%

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

Yes, the company has a process to address human rights issues, to provide counselling and to escalate critical issues to management for resolution.

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

The company has grievance and harassment forums such as FCC, Union committee to address issues relating to human rights.

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

Particulars	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 the year	Remarks
Sexual Harassment	NIL					
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

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

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

Employees with complaints related to discrimination can contact the HR team. The head of HR reviews the complaint, investigates, and sends all relevant information regarding the case for further discussion and action. If necessary, the issue may be reviewed with the Managing Director.

For cases of sexual harassment, the company has established an Internal Complaints Committee in accordance with the guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). Throughout the process, the confidentiality of the reporter is maintained, ensuring a safe environment for employees and workers to report any discrimination or harassment issues.

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

Yes

10. Assessments for the year:

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

**All the above requirement Assessed by Labour Department and Internal audit system.*

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

Not applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	2,62,884	2,15,759
Total fuel consumption (B)	2,54,216	3,13,659
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**5,17,100**	**5,29,418**
From non-renewable sources (GJ)		
Total electricity consumption (D)	96,788	1,35,196
Total fuel consumption (E)	14,73,503	15,02,007
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**15,70,291**	**16,37,203**
Total energy consumed (A+B+C+D+E+F)	**2087392**	**21,66,621**
Energy intensity per rupee of turnover (GJ/ INR)	0.000062	0.000072
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (GJ/ INR adjusted for PPP)	0.001253	0.001481
Energy intensity in terms of physical output		
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

Yes - Independent assessment carried out in Madurai plant by: 1. Armstrong International Private Limited (Steam audit) 2. Onrgy services Pvt ltd (Electrical power and steam)

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.

NO

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	-	-
(ii) Groundwater	2,95,338	3,12,204
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,95,338	3,12,204
Total volume of water consumption (in kilolitres)	2,95,338	3,12,204
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.000009	0.000010
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (Total water consumption/ Revenue from operations adjusted for PPP)	0.000177	0.000213
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

NO

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	**Zero Discharge plant**	
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) To seawater		
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in Kilolitres)		

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

No - Arrangements made for independent assessment to be carried out by external agency in FY 2026-27.

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

Yes the entity has implemented a mechanism for Zero liquid discharge. The Madurai factory are equipped with Electro Static Precipitators (ESP) in Boilers, to reduce particulate matter in ambient, Zero Liquid Discharge (ZLD) waste water treatment plants.

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	µg/M³	25.5	33
Sox	µg/M³	14.5	21
Particulate matter (PM)	µg/M³	85.5	79.5
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)	ppm	Max up to 0.3	Max up to 0.6
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable

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

Yes, independent assessment has been carried out by external agencies, plant wise. Details are as follows:
Madurai Plant - Ayvu Labs Private Limited
Uttarakhand Plant - Arihant Analytical Laboratory Pvt Ltd.

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

Requirement

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*TCo2e*	1,45,050	1,49,995
Total Scope 2 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	*TCo2e*	18,956	26,156
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	*TCo2e/INR*	0.0000048384	0.0000058259
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)	*TCo2e/INR (Adjusted to PPP)*	0.0000984138	0.0001203635
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

* The emissions factor for Scope 2 are based on CEA (Central Electricity authority, Govt of India) published data from Govt of India
For Scope 1, Emissions conversion is based on UK Government / IEA (international Energy agnecy data). Scope - 3 GHG inventory planned in FY 26-27

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

Yes - Company has carried out scope 1 and 2 - ISO 14064-1 GHG measurement 3rd party certification audit through TUV India Private Limited (TUV) for the reporting period from FY19 to FY26 for Madurai Plant.

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

Yes, the entity has the following projects related to reducing green house gas emission based on the Scope 1 and 2 audit
1. Installation of 5 MWp GCP Solar plant for UKD plant #1
2. Installation of 2 MWp GCP wind power for Madurai plant
3. Specific Steam consumption redcution through optimizig the steam net work and redcution in thermal losses
4. Specific Power consumption redcution through Energy conservation projects
5. Scope 3 GHG inventory measurement planned in FY 26-27
6. Boiler, Steam distribution and Utilization and Heat and Mass transfer audit through consultant planned in Fy 26-27 to reduce the Specific steam Consumption

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	96.12	150.75
E-waste (B)	0.57	2.61
Bio-medical waste (C)	-	-
Construction and waste demolition (D)	-	-
Battery waste (E)	6.30	4.27
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	829.09	800.67
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,846.00	6,707.53
Total (A + B + C + D + E + F + G + H)	**4,778.08**	**7,665.83**
Waste intensity per rupee of turnover (Kg/ INR)	0.000141	0.000254
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (Total waste generated/ Revenue from operations adjusted for PPP)	0.002867	0.005239
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	151.65	135.07
(ii) Re-used	653.15	622.14
(iii) Other recovery operations	-	-
Total	**804.80**	**757.21**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	24.29	43.46
(ii) Landfilling	380.00	370.00
(iii) Other disposal operations	3,568.99	6,495.16
Total	**3973.28**	**6,908.62**

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

NO

10. 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.

1. Wastewater coming out of cooling towers is treated by an ETP. The reject water from the ETP is further treated through evaporator. The reject is converted into the form of salts through the evaporator. The result is the maintenance and sustenance of zero liquid discharge.
2. Wastewater from toilets is treated in the STP and recycled. This also contributes to zero liquid discharge.
3. All our boilers are equipped with ESPs to significantly reduce particulate emission and maintain green chimneys.
4. Solid wastes generated from rejected tyres in process defective materials are disposed of through specified recycling contractors.
5. Generated sludge is stored and sold through TNPCB authorized disposal agencies.
6. Coal Burnt Ash generated from boilers is sold to fly ash brick manufacturers as raw materials.
7. To prevent the bad odor from chemical wet sludge generated from ETP process, we have installed sludge dryer machine to make the sludge into powder form, as well as weight reduction to reduce disposal cost.
8. To improve the water treatment quality, we have provided one additional aeration tank in STP.
9. In view of water savings, we have implemented the water savings tap, pedal type tap, sensor urinals provided.

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.
Not applicable as there are no operations near above-mentioned zones.			

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
Not applicable					

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

Yes, The company has complied with applicable environmental law/ regulations/ guidelines in India.

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	NA	NA	NA	NA

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 2

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

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Indian Rubber Materials Research Institute (IRMRI)	National

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

S. No	Name of Authority	Brief of the case	Corrective action taken
NIL			

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which on-going 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 on-going	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:

The company engages with communities through CSR initiatives conducted by NGOs. These NGOs are responsible for addressing and resolving grievances from the community.

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

Particulars	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	6.0%	6.5%
Directly from within India	74.0%	74.5%

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	0.00%	0.00%
Semi-urban	0.02%	0.02%
Urban	5.32%	5.24%
Metropolitan	94.66%	94.74%

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

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

Essential Indicators

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

The company has in place processes and a dedicated team for customers to reach out. There are multiple touch points though whom a quick solutions are provided.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2025-26		Remarks	FY 24-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-Security	-	-		-	-	
Delivery of essential Services	-	-		-	-	
Restrictive trade practices	-	-		-	-	
Unfair trade practices	-	-		-	-	
Other	3,214	NIL	Complaint volume increase is due to expanding sales base and wider, more accessible service network w.r.t. empowered dealer touch-points.	1528	NIL	

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

Particulars	Number	Reasons for recall
Voluntary Recalls	NIL	
Forced recalls		

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

Yes, we are aligned with ISO 27001:2022 Standard. The policy can be accessed through www.tvseurogrip.com

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

No actions taken related to advertising, delivery of essential services, cybersecurity and data privacy of customers, product recalls, or any penalties/actions taken by regulatory authorities concerning the safety of our products or services.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	NIL
b. Percentage of data breaches involving personally identifiable information of customers	NIL
c. Impact, if any, of the data breaches	NIL