BIL/SE/2025-26

4th July, 2025

To,

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

National Stock Exchange of India Ltd
5th Floor, Exchange Plaza
Bandra Kurla Complex
Bandra (E), Mumbai 400 051

Scrip Code: 502355 (Equity)
Scrip Code : 973556 (Debt)

Trading Symbol: BALKRISIND

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

In compliance with Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report forming part of the Annual Report of the Company for the financial year 2024-25.(In PDF and XBRL Format)

This is for your information and records.

Thanking you,

Yours faithfully,
For **Balkrishna Industries Limited**

VIPUL SHAH

Digitally signed by VIPUL SHAH
DN: c=IN, o=PERSONAL,
pseudonym=ab8ae307b7f34c00904663cfce2d2c8d,
2.5.4.20=94575b1752da3dfc1c3016d0dbd44859cfbfdabea78c5605642b02928a69673a,
postalCode=400067, st=Maharashtra,
serialNumber=884301b47303ff23c9ea8c4f629be969f0944656ba3e637ee1dadae881eaa8a2, cn=VIPUL SHAH
Date: 2025.07.04 17:49:50 +05'30'

Vipul Shah
Director & Company Secretary and Compliance Officer
DIN: 05199526

ANNEXURE – VI

Business Responsibility and Sustainability Report (BRSR)

We, **Balkrishna Industries Limited ('BKT' or the 'Company')** are proud to present our Business Responsibility and Sustainability Report (BRSR) for FY 2024-25, prepared in compliance with the revised Clause 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 amended dated March 28, 2025. This report discloses our business performance and impacts based on the Nine NGRBC Principles, demonstrating our dedication to responsible and sustainable business practices.

This report reflects our aspiration to become a corporate that contributes to a sustainable society while growing and creating value. We work with our global customers and stakeholders to pursue our sustainability goals. This report showcases our progress and efforts in this transformative journey, emphasising our sustainability commitment and our stakeholder engagement to achieve shared objectives.

We are committed to uphold utmost transparency to maintain investor confidence and meet the diverse needs of all stakeholders. By ensuring transparency, we aim to align our operations with the interests of investors and other key stakeholders, thereby enhancing trust and sustainable growth.

Bureau Veritas (India) Private Limited has issued Independent Assurance Statement for reasonable assurance of the core indicators of BRSR.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1961PLC012185
2.	Name of the Listed Entity	Balkrishna Industries Limited
3.	Year of incorporation	1961
4.	Registered office address	B-66, Waluj MIDC, Waluj Industrial Area, Chhatrapati Sambhaji Nagar, 431136 – Maharashtra
5.	Corporate address	BKT House, C/15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400 013, India
6.	E-mail	shares@bkt-tires.com
7.	Telephone	+91 22 66663800
8.	Website	www.bkt-tires.com
9.	Financial year for which reporting is being done	1st April 2024 to 31st March 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 3866 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vipul Shah Whole Time Director and Company Secretary +91 22 6666 3800 shares@bkt-tires.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).	Disclosures made in this report are on a standalone basis and pertains to Balkrishna Industries Limited.
14.	Name of assessment or assurance provider	Bureau Veritas (India) Private Limited
15.	Type of assessment or assurance obtained.	Reasonable Assurance

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of Turnover of the entity
1.	Manufacturing of Rubber Tires	BKT is one of the world's leading manufacturers of "Off-Highway tires" BKT has made its mark in the specialty segments like Agricultural, Mining, Forestry, Construction, Industrial, Earthmover, Port, ATV (All-Terrain Vehicle) and Turf care applications in both cross ply and radial construction.	91%

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.	Manufacturing of Rubber Tires	22119	91%

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	9*	1	10
International	0	3	3

* Includes 5 tire manufacturing plants, Carbon Black Plant, Mould Plant, Drum Plant and Windmill.

19. Markets Served by the Entity:

a. Number of locations

Locations	Number
National (No. of States)	We have PAN India presence
International (No. of Countries)	125+ Countries

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

Contribution of exports is around 71% of total turnover.

c. A brief on types of customers

Our main customers are in the Agriculture and Farming sectors. We also cater to various other industries that use cross-ply and radial tires for different purposes, such as Mining, Forestry, Construction, Industrial, Earthmover, Port, ATV (All-Terrain Vehicle) and Turfcare. We have customers in the local and global markets, with most of our exports going to Europe and USA.

IV. Employees

20. Details as at the end of the 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)	2,880	2,834	98.40%	46	1.60%
2.	Other than Permanent (E)	87	85	97.70%	2	2.30%
3.	**Total employees (D + E)**	**2,967**	**2,919**	**98.38%**	**48**	**1.62%**
		WORKERS				
4.	Permanent (F)	878	878	100.00%	0	0.00%
5.	Other than Permanent (G)	8,283	8,248	99.58%	35	0.42%
6.	**Total workers (F + G)**	**9,161**	**9,126**	**99.62%**	**35**	**0.38%**

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	1	1	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	**Total differently abled employees (D + E)**	**1**	**1**	**100.00%**	**0**	**0.00%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than permanent (G)	6	6	100.00%	0	0.00%
6.	**Total differently abled workers (F + G)**	**6**	**6**	**100.00%**	**0**	**0.00%**

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BoD)	8	2	25%
Key Management Personnel (KMP)*	1	0	0%

* Other than Board of Directors

22. Turnover rate for permanent employees and workers:

	FY 2024-25 (Current financial year)			FY 2023-24 (Previous financial year)			FY 2022-23 (Year prior to previous financial year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.32%	16.28%	10.41%	13.86%	12.05%	13.83%	14.02%	9.64%	13.95%
Permanent Workers	5.12%	NA	5.12%	3.56%	NA	3.56%	3.61%	NA	3.61%

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

23. 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	BKT EUROPE S.R.L.	Subsidiary	100%	No, the Company is reporting on Business Responsibility and Sustainability Reporting on standalone basis
2	BKT USA INC	Subsidiary	100%	
3	BKT Tires (CANADA) INC	Subsidiary	100%	
4	BKT Tires INC#	Subsidiary	100%	

Note: Hon'ble National Company Law Tribunal vide its order dated 25th March 2025 had approved the merger of BKT Tyres Limited with the Balkrishna Industries Limited and it is not disclosed in the above table.

The merger of BKT Exim US, INC & BKT Tires INC is completed. The surviving entity is BKT Tires INC.

VI. CSR Details:

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

(ii) **Turnover (in ₹):** ₹ 10,413 Crores

(iii) **Net worth (in ₹):** ₹ 10,384 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:

To strengthen our stakeholder engagement, we have implemented a common grievance redressal portal accessible to all pertinent stakeholders. This initiative ensures broad outreach and promotes transparent communication channels. By actively engaging with stakeholders, we gain valuable insights into their concerns and evaluate potential impacts on our operations. Furthermore, we have established a rigorous review mechanism to systematically monitor grievance resolutions and adhere to specified timelines.

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 2024-25			FY 2023-24		
		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, https://www.bkt-tires.com/ww/us/grievances	0	0	--	0	0	--
Investors (Other than Shareholders)*	Yes, https://www.bkt-tires.com/ww/us/grievances	0	0	--	0	0	--
Shareholders / Investors	Yes, https://www.bkt-tires.com/ww/us/grievances	19	6	**	32	1	**
Employees and Workers	Yes, https://www.bkt-tires.com/ww/us/grievances	0	0	--	0	0	--
Customers	Yes, https://www.bkt-tires.com/ww/us/grievances	12,791	995	**	10,040	1,817	**
Value Chain Partners	Yes, https://www.bkt-tires.com/ww/us/grievances	0	0	--	0	0	--
Others (Please specify)	Other stakeholders can raise their grievances here: https://www.bkt-tires.com/ww/us/grievances	0	0	--	0	0	--

* We have considered Non-convertible Debentures' holders as Investors other than Shareholders.

** Subsequent to year end, the Company has resolved pending investors' complaints / grievances and certain other customer complaints / grievances, which were pending as at close of the year. Further, the Company is taking necessary steps to resolve remaining customers' complaints / grievances.

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	**Product Quality and Safety**	Risk	Product failures in the tire industry can lead to serious safety issues, recalls, and substantial financial damage. Ensuring high-quality and safe products is essential to protect consumers and maintain the Company's market position.	We have rigorous quality control procedures and conduct regular product testing to prevent defects. Additionally, we adhere to product safety practices to meet or exceed the highest standards.	Negative: Product recalls and safety failures are costly and can severely impact customer trust and company reputation.
2	**Water Stewardship**	Risk	Water scarcity and ineffective water management can cause conflicts with local communities, regulatory fines, and increased operational expenses.	We have adopted water-efficient technologies and wastewater recycling methods to minimise freshwater usage, including Effluent treatment plant, Sewage treatment plant, Multi-effect evaporation and RO reject reuse. We also engage with stakeholders in water-stressed areas to collaboratively manage shared water resources by using Customised STP and ETP treated water to reduce possible freshwater requirement into operations along with improving community relations and ensuring operational stability.	Negative: Poor water management can disrupt operations and lead to additional costs for water procurement and regulatory compliance.

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)
3	**Corporate Governance**	Risk	Governance issues can result in significant non-compliance risks, undermining investor confidence and legal standing. The highly regulated tire industry requires strict governance to maintain ethical standards and operational transparency.	We have enhanced board oversight through regular training and internal audits, ensuring alignment with global governance standards. We have also implemented robust internal controls and compliance monitoring systems to effectively manage and mitigate governance risks.	Negative: Inadequate governance can lead to regulatory fines, erode investor trust, and negatively impact market value.
4	**Emissions Management**	Risk & Opportunity	Reducing energy consumption and carbon emissions through energy-saving initiatives, renewable energy projects, process optimisation, and logistics network improvements.	We have mapped our emission inventory and are in the process of developing temporal based decarbonisation road map. We have deployed air pollution control and monitoring devices to reduce and track fugitive emissions for continuous monitoring and reporting.	Positive: With energy saving initiatives and efforts to mitigate, manage and minimise the emissions are expected to have positive financial and environmental implications.
5	**Energy Management**	Opportunity	Efficient energy management lowers operational costs and reduces environmental impact, aligning with global trends towards energy sustainability and providing a competitive advantage.	We have invested in energy-efficient technologies and renewable energy sources to decrease reliance on fossil fuels. We also plan to adopt best practices for energy management, such as the ISO 50001 standard, to optimise energy use and reduce costs.	Positive: Effective energy management reduces costs and enhances the Company’s sustainability profile, attracting eco-conscious investors and customers.
6	**Sustainable Strategy for Climate Resilience**	Opportunity	Developing resilient products and processes to adapt to climate change positions the Company as a leader in sustainability, attracting investments and customers.	We plan to innovate and introduce new tires that can adapt to various climatic conditions. We are continuously investing in Research and development to lower the carbon footprint of our production processes and products. We will enhance our operational flexibility to respond to weather-related disruptions and conduct climate change risk assessments.	Positive: Proactive climate adaptation measures can lead to operational efficiencies, open new markets, and boost brand loyalty, positively affecting the bottom line.
7	**Business Ethics and Compliance**	Risk	The Company mandates adherence to the Code of Conduct Policy and ethical behaviour, with zero tolerance for non-compliance.	We have a very stringent Code of Conduct Policy which ensures ethical behaviour and compliance with applicable laws and regulations. The said policy provides for framework for employees and other stakeholders to ensure that business is governed only by ethical practices.	Negative: Failure to adhere to the code of conduct will have a negative reputational impact on employees and stakeholders.
8	**Innovation and Digitalisation**	Opportunity	Embracing digital transformation and innovation can significantly enhance operational efficiencies, customer engagement, and open new revenue streams.	We have prioritised investments in R&D and digital technologies that streamline operations and improve product development processes. This fosters a culture of innovation to sustain competitive advantage. We will integrate advanced analytics and IoT technology to enhance our manufacturing and supply chain operations.	Positive: Investments in digitalisation typically yield high returns through improved market positioning and customer satisfaction.

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)
9	**Waste management & Circular Economy**	Opportunity	Enhancing operational efficiency and adhering to resource efficiency, results in reduced waste creation, better waste management and lower environmental impact.	We are working towards reducing the environmental impact of waste generated across our operations. We are driving waste management programs through partnerships with recyclers who collect, process, and dispose of waste in accordance with relevant guidelines.	Positive: Managing waste at each stage of the manufacturing process directly impacts achieving resource efficiency and compliance with all applicable regulations, leading to positive financial impacts.
10	**Ethical Procurement**	Risk	Ethical breaches in procurement can lead to legal penalties and reputational damage.	We have established strict procurement policies that enforces compliance with ethical standards, including third-party certifications and audits. We also leverage industry best practices for ethical procurement to enhance transparency and accountability within our supply chain.	Negative: Ethical lapses could result in regulatory fines and loss of business credibility, adversely impacting financial performance.
11	**Sustainable Supply Chain**	Risk	The complexity and global span of tire industry supply chains expose companies to significant sustainability and disruption risks, impacting operational continuity and compliance with environmental regulations.	We have developed a resilient supply chain framework by diversifying suppliers and integrating sustainability criteria into supplier selection. We have also implemented transparent supply chain practices to ensure compliance with environmental and social standards, thereby reducing potential risks.	Negative: Disruptions or non-compliance in the supply chain can lead to increased costs and damage to the brand's reputation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

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****	**Principle 1 –** • Ethics, Transparency & Accountability Policy • Code of Conduct for Employees • Whistle-Blower & Vigil Mechanism Policy • Anti-Bribery and Anti-Corruption Policy • Tax Strategy Policy • Preservation of Documents Policy **Principle 2 –** • Sustainable Development Policy • Natural Rubber Procurement Policy **Principle 3 –** • Human Rights and Labor Policy • Diversity and Inclusion Policy • Employee Welfare Policy • POSH Policy • HIV-AIDS workplace Policy • Equal Opportunity Policy **Principle 4 –** • Stakeholder Relationship Policy **Principle 5 –** • Human Rights and Labor Policy **Principle 6 –** • Environment, Health and Safety Policy • Business Continuity Policy **Principle 7 –** • Ethics, Transparency and Accountability Policy • Code of Conduct for Employees • Advocacy Policy **Principle 8 –** • CSR Policy • Inclusive Growth and Equitable Development Policy **Principle 9 –** • Cyber Security and Data Privacy Policy • Customer Relationship Policy ** All policies can be viewed under 'Policies' at https://www.bkt-tires.com/ww/us/investors-desk								
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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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) mapped to each principle.**	P1: Our Ethics, Transparency and Accountability Policy provides us the guidance and support we need to conduct our business ethically and comply with applicable laws. P2: Our company is now part of the Global Platform for Sustainable Natural Rubber framework, and we have a Natural Rubber Procurement Policy in place. As part of the Quality Management System, we have adopted ISO 9001:2015 and we also adhere to Kaizen principles. Further, Sustainable Development Policy is also available on our website. P3: Our Bhuj, Bhiwadi & Chopanki sites have been certified with ISO 45001:2018. We also have various policies in place such as Employee Welfare Policy, Diversity and Inclusion Policy and Human Rights and Labor Policy P4: Our Stakeholder Relationship Policy creates awareness among the stakeholders about pursuing business operations in a sustainable manner. P5: Our Human Rights and Labor Policy lays forth guiding principles for upholding and protecting human rights throughout the our operations. P6: Our Bhuj, Bhiwadi and Chopanki sites are an ISO 14001:2015 certified. Further, we also have Environment, Health and Safety Policy and Business Continuity Policy. P7: Our Code of Conduct Policy states the importance of being ethical and responsible while dealing with regard to company's public image, finances and products. P8: Our Corporate Social Responsibility Policy is compliant with Companies Act, 2013. P9: Our Cyber Security and Data Privacy Policy serves as an overarching framework for IT security policy and standards. We are certified in accordance with ISO 9001:2015 (Quality Management System) and our BKT Carbon is certified in accordance with IATF 16949:2016 (Quality management system for organisations in the automotive industry)								
5. **Specific commitments, goals and targets set by the entity with defined timelines, if any Specific.**	On an annual basis, the Company identifies and agrees to take measures to reduce its GHG emissions, wastages, and water consumption across all the plants as part of the sustainability initiative. Internal goals and targets are set annually, and specific commitments are set periodically.								
6. **Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.**	The performance against specific commitments, goals and targets and identified KPIs at the unit level is discussed on periodic basis by the Management. The Company has disclosed its Environment, Social and Governance performance in 'Section C' of this report.								

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) -**

We are releasing our third BRSR for FY 2024-25 to highlight our continuous dedication to environmental, social, and financial responsibility. Our sustainability efforts focus on reducing GHG emissions, energy usage, and water consumption. By employing energy-efficient technologies and integrating climate considerations into our decision-making, we aim to bolster resilience against climate risks and foster a sustainable future. Additionally, we enhance sustainability practices throughout our value chain by collaborating with suppliers and partners, implementing measures to boost transparency and accountability.

We are responsible for our community of BKT employees, suppliers, retailers, customers, and all esteemed stakeholders. A significant part of our global responsibility involves protecting the planet, reflected in our efforts to reduce our carbon footprint and enhance eco-friendly tire solutions. Moreover, digitalisation and automation play a crucial role in our sustainability journey, enabling resource optimisation, operational efficiency, and environmental impact reduction.

Collectively, we value our people and their well-being, supporting our global community with a unique corporate culture focused on innovation, growth, and genuine through our BRSR, we highlight our initiatives and improvements while expressing gratitude to our stakeholders for their continued trust and support.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies**	The Business Responsibility and Sustainability Committee is responsible for implementation and oversight. The composition of the Committee as on 31st March 2025 is as under: • Pannkaj Ghadiali (DIN 00003462) – Chairman • Arvind Poddar (DIN 00089984) – Member • Rajiv Poddar (DIN 00160758) – Member								
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, we have a specific 'Business Responsibility and Sustainability Committee' of the Board. The Committee consists of aforementioned members including Independent Director. The Committee evaluates ESG risks, effectiveness of ESG strategies and its performance.								

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

Subject for review	Indicate whether the review was undertaken by Director/committee of the board/ any other committee									Frequency (Annually/ half-yearly/ quarterly/ any other – please specify)								
	P1	P 2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A

The policies in relation to sustainability are evaluated and reviewed periodically or on a need basis (at-least once in a year) by the Business Responsibility and Sustainability Committee. The Committee evaluates effectiveness of the policies and necessary amendments to policies / procedures are done. The Company continues to comply with all applicable regulations relevance to the principles.

	P1	P 2	P3	P4	P5	P6	P7	P8	P9
11. **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?**	Y	Y	Y	Y	Y	Y	Y	Y	Y

Yes, in addition to internal audits, external audits like BRSR Assurance and ISO certification surveillance/renewal audits scrutinise our policies aligned with NGRBC principles, ensuring implementation integrity.

We assess policies against global standards, conducting gap assessments. Businesses then implement management plans and corrective actions, fostering cross-functional collaboration through continuous review, evaluation, and documentation to identify and address improvement areas effectively.

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)	This question is not applicable since the answer to question (1) is yes.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

We operate within an ethical and transparent framework, building trust and fostering employee pride through interactions with stakeholders. We govern ourselves with a commitment to honesty, fairness, and responsibility, fostering trust with stakeholders and contributing to sustainable business practices that benefit both the Company and society.

Essential Indicators

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

Segment	Total number of training and awareness program held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programme
Board of Directors	1	The Company has designed awareness sessions and workshops on policies and practices covering Code Of Conduct, Anti-Bribery and Anti-Corruption, Ethics and Accountability, Environment, Health and Safety, Sustainable Development, Diversity and Inclusion, Human Rights, Stakeholder Relationship, Employee Welfare, Cybersecurity and Data Privacy, Business Continuity, Corporate Social Responsibility, Sustainability topics including update on Business Responsibility and Sustainability Reporting, Tax Strategy, ESG, Climate change, Decarbonisation, Life Cycle Assessment, Biodiversity, EUDR, Cyber Security and Natural Rubber Procurement etc. encompassing all the relevant principles of NGRBC to respective stakeholder.	100%
Key Managerial Personnel *	1		100%
Employees other than BoD and KMPs	780		100%
Workers	2,260		100%

* Other than Board of Directors

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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) 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 the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	The Company has been formed strong foundation over the year of ethical behaviour and business conduct. In general, there have been no instances of material fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings with regulators/law enforcement agencies/ judicial institutions, in the FY 2024-25.				
Settlement					
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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, covers aspects relating to Anti-Corruption and Anti-Bribery Policy, the coverage of which extends to all employees of the Company and its subsidiaries and associate companies. The Company is committed to maintaining the highest ethical standards while undertaking fair business operations and implementing and enforcing effective systems to detect, counter, and prevent bribery and corruption. The Company has zero tolerance towards corrupt practices.

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 2024-25	FY 2023-24
Directors	No Directors/KMPs/employees/workers were involved in bribery/corruption both, in FY 2024-25 and FY 2023-24. Hence, no action was taken by any law enforcement agency.	
KMPs		
Employees		
Workers		

6. Details of complaints about conflict of interest:

	FY 2024-25		FY 2023-24	
	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.

Not Applicable, no material fines, penalties, or actions have been enforced by regulatory bodies, law enforcement agencies, or judicial institutions regarding corruption or conflicts of interest during this financial year. Consequently, there are no corrective measures to be undertaken.

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

	FY 2024-25	FY 2023-24 *
Number of days of accounts payable	9.79	11.52

* The number of days of accounts payables FY 2023-24 has been recalculated and restated based on the re-classification done in the standalone financial statements of the Company.

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 2024-25	FY 2023-24
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	11.36%	11.33%
	b.	Number of trading houses where purchases are made from	1,293	1,290
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	78.50%	81.49%
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	86.36%	83.30%
	b.	Number of dealers / distributors to whom sales are made	334	308
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	33.98%	41.49%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	0.469%	0.004%
	b.	Sales (Sales to related parties / Total Sales)	2.37%	2.48%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d.	Investments (Investments in related parties / Total Investments made)	0.02%	0.04%

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
4	The Company has conducted training sessions to increase awareness on various sustainability topics, BRSR including BRSR Core.	71% by value of business done with value chain partners.

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, we have a detailed process in place to avoid and manage conflicts of interest involving members of the Board. We have adopted the 'Code of Conduct' for the Board Members and Senior Management, which sets clear guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. We receive an annual declaration and changes, if any, from time to time from our Board of Directors and Senior Management on the Code of Conduct Policy.

The Code's comprehensive nature ensures transparency, integrity, and accountability among board members and senior management, safeguarding company's interests and reputation. This can be accessed at Code of conduct for Board members and Senior management.

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

We are focusing on significant investments in innovation and research to develop ground-breaking, sustainable products that meet customer needs. We are committed to supporting value chain partners in line with our strategic goals, fostering economic prosperity while delivering value to end-consumers.

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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	100 %	100%	Exploring potential sustainable and environment friendly alternative raw material / recyclable /increased percentage of reclaimed materials with lower emission footprint etc.
Capex	19.20 %	15.57%	Pertaining to Energy efficiency, emission reduction, water reduction / recycling equipment, Environment monitoring systems, Improvement of safety infrastructure, Use of Electric vehicles, Renewable energy etc.

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

Yes, we have procedures in place for sustainable sourcing, aligning with our commitment to integrate sustainability into our operations. The BKT Supplier Manual and Natural Rubber Procurement Policy and our comprehensive guide to strengthen our partnerships and cultivate a culture of sustainable growth and success throughout the entire upstream supply chain. We also conduct supplier audits using an extensive checklist which evaluates suppliers on quality, Environmental, Social, and Governance parameters, health and safety, legal compliances, and human rights. Periodic supplier assessments help to identify improvement opportunities, leading to collaborative projects with our value chain partners.

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

As a part of the onboarding process, majority of new suppliers are evaluated based on the guidance given in the BKT Supplier Manual. Sustainable Procurement Policy as part of the BKT Supplier Manual and Natural Rubber Procurement Policy outlines the mandatory supplier requirements for ethical and sustainable business practices. It reflects our commitment to responsible, transparent, and sustainable operations, central to our core sustainable business strategy.

We continue to create awareness and encourages its value chain partners towards sustainable sourcing. Social, Ethical, and Environmental key performance indicators (KPIs) are integrated into the critical supplier assessment process in line with the guidance on Sustainable Procurement as per ISO 20400:2017 Standard. The Company evaluates the top value chain partners based on the business value. This evaluation is done based on the criteria given in the BKT Supplier Manual. Further, In the current FY 2024-25, majority of total raw material (by value) was sourced from ISO certified suppliers for our operations.

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

   We have integrated sustainability into our operations to foster circularity. With a focus on reducing waste generation, our processes ensure responsible handling of various waste types.

   Due to the nature of our operations, Plastic waste, E-waste, Hazardous waste is not generated after sale of products to customers. Accordingly, these categories are not applicable to us.

   Other waste: The recycled rubber that we reclaim are managed with diligence, with a commitment to recycling and minimising their environmental impact. In addition to reclaiming recycled rubber, we incorporate third-party and reclaimed products such as crumb powder, recovered carbon black, recycled rubber and rubberised friction compound into our processes, further enhancing our sustainability efforts.

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, Extended Producer Responsibility (EPR) is applicable to BKT, and we comply with the prevailing EPR rules and regulations. Our waste collection plan aligns with the EPR guidelines, and the plan submitted to the Central Pollution Control Board (CPCB). We have been registered on the CPCB online portal dedicated to EPR Credit exchange and ensure timely submissions of our plastic and tire footprint and corresponding EPR credits purchased.

Leadership Indicators

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

NIC Code	Name of Product /Service	% Of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
We are in process of conducting Life Cycle Assessment through an independent external agency					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable, Refer response to Question 1 above under Leadership indicators		

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 2024-25 *	FY 2023-24
Crumb powder, recycled rubber, rubberised friction compound, Recovered Carbon Black, recovered oil, bead wire, steel cord with recycle content	0.70%	0.51%

* The inclusion of bead wire, steel cord with recycle content has also contributed to an increase in the percentage of recycled and reused materials in the total material consumption for FY 2024-25

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.**

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous Waste	NA	NA	NA	NA	NA	NA
Other waste: Crumb powder, Recycled rubber, rubberised friction compound, Recovered Carbon Black, recovered oil,* bead wire, steel cord with recycle content	NA	6744	NA	NA	4,964.23	NA

* Purchased from recyclers

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

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

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

We believe in fostering the well-being of every employee, extending care to those within our value chains. Alongside safety at work, we are supporting the holistic well-being of all individuals and covering physical, mental, and emotional health will always be our priorities.

Essential Indicators

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

Category	Total (A)	% Of employees covered by									
		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	**2,834**	2,834	100%	2,834	100%	NA	NA	0	0%	0	0%
Female	**46**	46	100%	46	100%	46	100%	NA	NA	0	0%
Total	**2,880**	**2,880**	**100%**	**2,880**	**100%**	**46**	**100%**	**0**	**0%**	**0**	**0%**
Other than Permanent employees											
Male	**85**	85	100%	85	100%	NA	NA	0	0%	0	0%
Female	**2**	2	100%	2	100%	2	100%	NA	NA	0	0%
Total	**87**	**87**	**100%**	**87**	**100%**	**2**	**100%**	**0**	**0%**	**0**	**0%**

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

Category	Total (A)	% Of employees covered by									
		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	**878**	596	67.88%	878	100%	NA	NA	0	0%	0	0%
Female	**0**	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	**878**	**596**	**67.88%**	**878**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**
Other than Permanent workers											
Male	**8,248**	3,713	45.02%	8,248	100%	NA	NA	0	0%	0	0%
Female	**35**	7	20%	35	100%	35	100%	NA	NA	0	0%
Total	**8,283**	**3,720**	**44.91%**	**8,283**	**100%**	**35**	**100%**	**0**	**0%**	**0**	**0%**

Any matter in relation to health or accident for other than permanent workers is managed through 24*7 Medical care at locations.

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.11%	0.10%

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

Benefits	FY 2024-25			FY 2023-24		
	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%	Yes	100%	100%	Yes
Gratuity *	100%	100%	Yes	100%	100%	Yes
ESI *	100%	100%	Yes	100%	100%	Yes
Others – please specify	Not Applicable					

*To all eligible employees and workers

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, all our premises and offices are equipped with facilities to ensure accessibility of differently abled visitors / 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.**

We uphold Equal Opportunity Policy and Diversity and Inclusion Policy which underlines our commitment towards providing equal opportunity that is in line with the Rights of Persons with Disabilities Act, 2016.

We continue to believe that our policies regarding equal employment opportunities are necessary to comply with state and local laws and obligations as they are in line with our core values and represent an important contribution to the communities in which we live and work.

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	NA	NA	NA	NA
Female#	100%	0%	NA	NA
Total	**100%**	**0%**	**NA**	**NA**

#One female permanent employee has availed maternity leave in FY 2023-24 and returned to work in FY 2024-25 and later resigned during the year.

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, comprehensive grievance redressal procedures are established with various committees operating consistently. All the committees promptly address issues as they arise.
Other than Permanent Workers	
Permanent Employees	We adhere to an open-door policy as part of our open and transparent culture. Therefore, any employee can voice their issues to their functional leaders or heads.
Other than Permanent Employees	Workers can use suggestion box or directly approach the respective person in charge for any concerns. Additionally, we have established a grievance redressal portal to record and resolve any type of grievances.

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

Category	FY 2024-25			FY 2023-24		
	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	**2,880**	**0**	**0%**	**2,709**	**0**	**0%**
- Male	**2,834**	0	0%	2,669	0	0%
- Female	**46**	0	0%	40	0	0%
Total Permanent Workers	**878**	**206**	**23%**	**881**	**221**	**25%**
- Male	**878**	206	23%	881	221	25%
- Female	**0**	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	% (F/D)
Employees										
Male	**2,834**	2,834	100%	2,834	100%	2,669	2,669	100%	2,669	100%
Female	**46**	46	100%	46	100%	40	40	100%	40	100%
Total	**2,880**	**2,880**	**100%**	**2,880**	**100%**	**2,709**	**2,709**	**100%**	**2,709**	**100%**
Workers										
Male	**878**	878	100%	878	100%	881	881	100%	881	100%
Female	**0**	0	0%	0	0%	0	0	0%	0	0%
Total	**878**	**878**	**100%**	**878**	**100%**	**881**	**881**	**100%**	**881**	**100%**

Note: Only Permanent employees and Workers are accounted

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	**2,834**	2,834	100%	2,669	2,669	100%
Female	**46**	46	100%	40	40	100%
Total	**2,880**	**2,880**	**100%**	**2,709**	**2,709**	**100%**
Workers						
Male	**878**	878	100%	881	881	100%
Female	**0**	0	0%	0	0	0
Total	**878**	**878**	**100%**	**881**	**881**	**100%**

Note: Only Permanent employees and Workers are accounted

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, what is the coverage of such a system?

Yes, all our workplaces have health and safety management systems, which covers the workers and employees under our health and safety management processes and protocols. We ascertain that the employees and workers at the plant site receive the necessary trainings on a regular basis. The Environment, Health and Safety Policy applies to the entire organisation. The senior management has taken a pro-safety stance and setup the 'Environment, Health and Safety (EHS) Department' at each location. The safety committees and the EHS department cohesively assists the management in achieving safety objectives and ensures prevention of safety related incidents. The Occupational Health and Safety (OHS) system ISO 45001:2018 is implemented across the major production facilities of the Company.

The system includes communication of safety-related information to customers and prioritises safety in the supply chain through a rigorous vendor selection process and continual evaluation. Drivers involved in transportation also undergo periodic training sessions on transportation and product safety as part of the system.

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

Our risk management strategy employs a range of qualitative, quantitative, and specialised tools at all our plants. Qualitative methods include Hazard Identification & Risk Assessment to identify work-related hazards and assess risks. Specialised tools include EHS Inspection, Fire Safety Measures, Third Party EHS audit and disaster management plan to verify effectiveness. These approaches collectively enhance our ability to identify, assess, and mitigate risks effectively. We also ensure in being adept to establishing controls for Work Permit systems, Regular Safety and Fire Drills, External and Internal Safety Audits, 5s Audits, Emergency Siren and Lights throughout plant, Fire Hydrant, Portable fire extinguishers systems, Fire tender, Safety committees, Safety Patrols, Annual Medical Health check-up for all employees, Safety and Health training awareness programs, New employee safety orientation, accessibility to Occupational health centres across all plants of the Company. For routine tasks, a risk assessment exercise is conducted, and adequate controls are put in place to mitigate the identified risks. We have policies and procedures designed to ensure the health and safety of our employees and the products in our facilities. We are committed to providing a safe and healthy work environment for our workers and employees. Further our major operational site at Bhuj, Bhiwadi, Chopanki are certified with ISO 45001:2018.

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

Yes, we have implemented workplace safety systems for capturing leading and lagging indicators related to work-related hazards across sites. Our system includes reporting of near-miss, safety observation, Night Duty Officers (NDO), awareness trainings, toolbox talk, and so on. The compliance is ensured by dedicated professionals at each site followed by periodical audits and monitoring. We also have ISO 45001:2018 certifications for our major operation and developed a safety system in line with the risk assessment. Hazard control programs involve active participation from workers and contractors, with individual roles explained in the local language to enhance understanding and ensure protection from work-related risks. Instruction for workers, including safety signboards, are prominently displayed, and evacuation plans with clear access and safe assembly points are in place for prompt response to work-related risks.

d. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes, Employees and workers of the entity have access to non-occupational medical and healthcare services. This includes health counselling conducted after periodic medical examinations. Our health centres / First-aid centres are equipped with necessary medical equipment. In addition, we have tied up with local multi-specialty hospitals to deal with patients needing specialised care through the Insurance & ESIC coverage extended by the organisation.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.12	0.09
Total recordable work-related injuries	Employees	0	0
	Workers	3	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We make every effort to integrate safety into all business processes. We also have an internal safety audit mechanism in place to verify compliance with internal standards as well as statutory requirements. Workers are involved in safety audits & can report unsafe conditions in safety committee meetings. We make our best effort to resolve these issues in a timely manner. Safety incidents are reported, investigated and lessons learnt are communicated widely within the organisation.

Measures taken to ensure safe and healthy workplace:

- A safe working environment is critical and is reinforced via ongoing learning of technical operations, machine handling, fire prevention and general workplace safety.
- Organise motivational Programs to enhance the safety awareness amongst the employees and Visual Safety display boards inside the plant.
- Conducting mock drill to strengthen the Emergency Preparedness & Response Plan.
- Pre safety assessment of newly installed machines before machine takes into regular operation.
- Establishment of Permit to work system, machine Safety inspection & Safety Patrol of the plant premises.
- Significant risks and concerns are systematically identified through a combination of internal and external mechanisms. Subsequently, corrective and preventive action plans (CAPA) are meticulously implemented, adhering to the hierarchy of risk controls.
- These action plans encompass several key measures. Firstly, safety-instrumented systems are provided alongside enhancements in engineering and design controls to fortify safety measures.
- Operational control procedures undergo regular review and revision to align with evolving safety standards. Continuous improvement in EHS competence is ensured through ongoing training and retraining initiatives.
- The Company also emphasises the provision and upkeep of critical systems such as fire protection, personal protective equipment, occupational health surveillance and Material Safety Data Sheet (MSDS) for flammable chemicals.
- Furthermore, enhancements in monitoring and measurement mechanisms are prioritised to effectively track safety performance. Internal and external inspections and audits are conducted to maintain compliance and identify areas for further enhancement, reflecting the Company's commitment to robust risk management and safety practices.

There are well-trained medical professionals deployed at Occupational Healthcare centres across our factories and are committed to maintaining a safe and healthy working environment. Our employee can also avail periodic medical check check-up.

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

	FY 2024-25			FY 2023-24		
	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	--
Health & Safety	0	0		0	0	

There were no complaints filed regarding working conditions or health and safety.

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% - All our plants and offices have been internally assessed for health and safety practices and working conditions
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 analysed the accident rates & implemented engineering control measures which were derived during incident investigation along with Hazard Identification & Risk Assessment. No major injuries or health and safety issues were reported and hence no corrective action(s) to report.

Leadership Indicators

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

The Company cross-checks the deposit of statutory dues and filing of returns by value chain partners through bills, challans, and data available on government portals. Additionally, a third-party software tool is utilised to ensure compliance with requirements. In case of any deficiency or mismatch, the respective team addresses the issue with the value chain partners for review and correction.

2. 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	NA. There have been no instances of high consequence work-related injury / ill-health / fatalities during FY 2024-25 and FY 2023-24.			
Working conditions				

3. 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)

No, the Company does not provide a specific transition assistance program to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, some of our highly qualified employees are retained as advisors post their superannuation. In addition, based on business requirement, fixed term work contract is extended to retiring employees, whenever required. During the employment, several skill upgradation programmes are imparted to employees to facilitate continued employability.

4. 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 conditions	We do assess our value chain partners on certain aspects of health, safety and working conditions and we conduct regular audit and analyse our procurement practices and internal policies to ensure that our value chain partners are complying with applicable laws, regulations, and industry standards
Working conditions	

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

   No significant risks were identified from assessment of health and safety practices and working conditions of value chain partners during the assessment in FY 2024- 25.

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

Our multi-stakeholder model respects the interests of all stakeholders and is quick to respond to their different needs. We believe in creating long-term value by caring for all our stakeholders, comprising our consumers, customers, employees, shareholders, business partners, and above all, our planet and society.

Essential Indicators

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

   We strive to identify and nurture long-term partnerships with our internal and external stakeholders. Our approach to stakeholder identification and interaction is based on the concepts of materiality, comprehensiveness, and effective evaluation. Our strategy comprises identifying important stakeholders who are directly or indirectly impacted by business activity or who influence company decisions. The Company also have Stakeholder Relationship Policy available in public domain.

   We have conducted detailed Stakeholder Engagement and Materiality Assessment (SEMA) in FY 2023-24, and as a part of the process, we have undertaken a 360-degree review of our business value chain to identify our key stakeholder groups and mapped stakeholder engagement mechanism. We have interacted with our key stakeholder groups and sought their valuable insights in identifying key material issues which are relevant to them. Based on SEMA, we have identified following stakeholders as our critical stakeholders:

   1. Customers
   2. Employees and workers
   3. Communities / NGOs
   4. Government Agencies, Industry Organisations and Educational Institutions
   5. Shareholders and Investors
   6. Suppliers and Vendors

   However, this process is ongoing, and we continuously strive to identify additional stakeholders, if any.

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), 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
Customers	No	1. Engagement sessions, Meetings and Workshops (Virtual and/or Face-to-face) 2. By Appointment and membership of industry organisations 3. Awareness program 4. Trade shows	Regular engagement	We are transformed by our customer's feedback, decisions, and choices. It is vital to interact with them on a regular basis and learn about their requirements, goals and current trends.
Employees and Workers	No	1. Face-to-face meetings 2. Engagement sessions 3. Rewards and recognition 4. Team building workshops 5. Learning and Development 6. Grievance redressal mechanism 7. Festivities and Celebrations 8. Suggestion Box	Regular engagement	They contribute significantly to the development and expansion of a strong and adaptable business. Their collective knowledge and experience are crucial for the business's fundamental functions, product innovation, design and profitability.

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Communities / NGO's	Yes	1. Project Meetings 2. Community interactions with NGOs 3. Grievance mechanisms 4. Print Media 5. Rural relief activities 6. Gram Panchayat meetings	Need-based engagement	We work with non-governmental organisations (NGOs) to carry out CSR projects. We think it is critical to build connections with communities and NGOs in order to comprehend their needs and goals and properly align our project ideas.
Government Agencies, Industry Organisations and Educational Institutions	No	1. Website and portals 2. Industry meets, Seminars 3. Education – Conclaves and Campus Hiring 4. Official / Site visits 5. Events and Sponsorships	Need-based engagement	We engage with Government Agencies and Industry Organisations as and when any approval / permission or assistance regarding applicability or clarification of statutes is required or to discuss industry leading policies. To attract talent and resources from diverse background, we engage with educational institutions.
Shareholders and Investors	No	1. Annual general shareholders meeting 2. Quarterly Financial result declaration 3. Media Release, Investors conference 4. One to One physical meet and phone call	Need-based engagement	We engage with them to communicate performance of the Company as well as to resolve their grievance, if any.
Suppliers and Vendors	No	1. E-mails, phone calls and plant visits. 2. Awareness program	Regular engagement	We engage with our suppliers to ensure quality, business continuity and confirmation on Supplier Code of Conduct. A grievance mechanism portal is set up in your website for them to raise complains or issues.

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.

We believe that consultation with our stakeholders is an ongoing process, and we are actively involving our internal and external stakeholders, including the board, in discussions and surveys on ESG (Environmental, Social, and Governance) topics. The material topics chosen within the scope of this engagement were assessed through materiality surveys conducted in FY 2023-24, and the resulting analysis was communicated to stakeholders. The Management has internally reviewed the validity of material topics again this year.

Moreover, we provide shareholders with the opportunity to interact with all board members on an annual basis during Annual General Meeting. This enables the Company to keep track of changing requirements and concerns of various stakeholders and ensures that we take appropriate measure. The insights gained will guide us in defining and advancing our sustainability journey, ensuring we address pertinent issues and create meaningful impact across our operations and communities.

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 is paramount to us, as we live in an uncertain and constantly changing world. To create long-term value, we take steps to understand each stakeholder group's needs and priorities through several mediums, including direct engagement or via delegated committees and forums. We conduct a sustainability materiality assessment to identify and prioritise sustainability issues across our value chain so that we can focus on the key issues affecting our stakeholders.

We also regularly consult our internal and external stakeholders to identify and manage material topics. Based on materiality assessment, we have prioritised 11 sustainability topics for implementation. The Board of Directors are regularly apprised about the materiality as well as the other sustainability initiatives intended to address the material topics as identified during the materiality assessment. Please refer to Section A of this BRSR for an overview of the top material issues for our company.

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

Our Company is committed towards contributing to a sustainable future. We engage with vulnerable/marginalised stakeholder groups through CSR outreach programmes. The programmes are not just limited to philanthropy but also encompass holistic community development, institution building, and sustainability-related initiatives while focusing on vulnerable and marginalised group. Our CSR initiatives focus on integrating vulnerable and marginalised groups, ensuring their inclusion and empowerment through various programs like: Healthcare, Rural Development and Education.

For more details, please refer Annexure - II of Annual report on CSR report.

Principle 5: Businesses should respect and promote human rights.

We prioritise a healthy, safe, and inclusive workplace, extending human rights policies and benefits to employees and partners. We systematically integrate human rights into operations, fostering decent working conditions, safeguarding stakeholders' rights, and promoting diversity and inclusion.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
			Employees			
Permanent	**2,880**	2,880	100%	2,709	2,709	100%
Other than permanent	**87**	87	100%	69	69	100%
Total employees	**2,967**	**2,967**	**100%**	**2,778**	**2,778**	**100%**
			Workers			
Permanent	**878**	878	100%	881	881	100%
Other than permanent	**8,283**	8,283	100%	7,481	7,481	100%
Total workers	**9,161**	**9,161**	**100%**	**8,362**	**8,362**	**100%**

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

Category	FY 2024-25					FY 2023-24				
	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	**2,834**	0	0%	2,834	100%	2,669	0	0%	2,669	100%
Female	**46**	0	0%	46	100%	40	0	0%	40	100%
					Other than Permanent					
Male	**85**	0	0%	85	100%	68	0	0%	68	100%
Female	**2**	0	0%	2	100%	1	0	0%	1	100%
					Workers					
					Permanent					
Male	**878**	0	0%	878	100%	881	0	0%	881	100%
Female	**0**	0	0%	0	0%	0	0	0%	0	0%
					Other than permanent					
Male	**8,248**	0	0%	8,248	100%	7,453	0	0%	7,453	100%
Female	**35**	0	0%	35	100%	28	0	0%	28	100%

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)	06	56,20,444	02	10,50,000
Key Managerial Personnel	01	4,41,33,250	00	-
Employees other than BoD and KMP	2,830	7,70,364	46	7,60,236
Workers	878	3,99,300	0	0

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.31%	1.26%

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, we have designated a focal point responsible for addressing human rights matters within our organisation. The Human Resources Heads, in collaboration with the Plant Heads of the respective unit and the Head Office, are tasked with managing human rights issues or challenges that arise from or are influenced by our business operations. They are collectively responsible for responding to any concerns or complaints raised by both internal and external stakeholders regarding human rights.

Our Human Rights and Labor Policy is crafted to enhance awareness of human rights across our Company and to bolster our ability to effectively manage related issues.

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

The Human Rights Policy outlines the grievance mechanism and is accessible on the Company's website under the section titled 'Human Rights and Labour Policy'. This policy extends to all value chain partners. Employees and workers are encouraged to report grievances to their line managers. Should any employee or worker have concerns, their first point of contact should be their reporting manager or the site Human Resources head.

For those who prefer to report issues anonymously, a dedicated web portal is available for all stakeholders to use. This portal allows grievances to be submitted confidentially. The process for raising grievances is detailed in the Policy, which can be found on the Company's website.

All grievances received are thoroughly investigated, and appropriate actions are taken to address and resolve the issues or complaints. When necessary, disciplinary actions are implemented, and assistance from regulatory authorities is sought to ensure proper resolution.

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

	FY 2024-25			FY 2023-24		
	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	--	0	0	--
Discrimination at workplace	0	0	--	0	0	--
Child Labour	0	0	--	0	0	--
Forced Labour/Involuntary Labour	0	0	--	0	0	--
Wages	0	0	--	0	0	--
Other human rights related issues	0	0	--	0	0	--

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

	FY 2024-25	FY 2023-24
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.**

We are dedicated to safeguarding the rights of all our employees and workers by ensuring a work environment devoid of physical, verbal, or mental abuse. Our organisation maintains a strict "zero tolerance" policy against harassment based on race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, nation of origin, disability, and any other actions that could create an objectionable or intimidating work atmosphere, including unwanted or unsolicited sexual advances.

To address and prevent sexual harassment in the workplace, we have implemented a comprehensive policy that includes mechanisms for receiving and addressing complaints. A dedicated committee has been established to oversee the effective functioning of this policy. We ensure that complainants face no adverse consequences in cases of discrimination and harassment, and we maintain the anonymity of the complainant as a matter of policy.

We have developed and enforced Whistle-blower Policy, Prevention of Sexual Harassment (POSH) and Diversity & Inclusion Policy policies to effectively mitigate adverse outcomes in cases of discrimination and harassment. These policies are designed to reinforce our commitment to providing a workplace that offers equal opportunities for all, free from discrimination. We encourage our employees and workers to report any incidents of discriminatory behaviour and adhere to strict confidentiality measures regarding the information related to such incidents.

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

Yes, our business agreements and contracts consistently incorporate human rights requirements whenever we engage with value chain partners.

10. **Assessments of 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	--

Note: The assessments are conducted by an independent third party.

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

Nil

Leadership Indicators

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

The Company maintains a comprehensive human rights due diligence process, which it uses to continually evaluate and enhance its capacity to address any adverse human rights impacts. During the reporting period, no significant grievances or complaints related to human rights were received, and therefore, no business processes were modified or introduced.

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

Our organisation is dedicated to upholding human rights within our operations and among our value chain partners. We are currently enhancing our human rights due diligence processes and mechanisms to adopt a more risk-based approach at each location. Additionally, we regularly evaluate and motivate our suppliers to adhere to relevant laws that encompass critical aspects of human and workers' rights, in alignment with both national and international regulations. Human rights considerations are integral to our supplier onboarding process, and all suppliers must comply with our Supplier Code of Conduct.

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?**

Yes, all of our premises and offices are fully equipped with facilities to ensure accessibility for visitors and individuals with disabilities.

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	We acknowledge that our value chain partners function autonomously, yet their actions can significantly influence our operations. To address this, we consistently audit and evaluate our purchasing practices and internal policies. This ongoing process guarantees that our partners adhere to applicable laws, regulations, and industry standards.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

   No such significant risk has been identified during this reporting year.

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

We recognise the vital importance of environmental stewardship. We believe it is imperative for businesses to demonstrate respect for the environment by actively engaging in efforts to protect and restore it. Through sustainable practices and innovation, we strive to minimise our ecological footprint and contribute to the preservation of natural resources. By prioritising environmental responsibility in our operations, we aim to foster a healthier planet for current and future generations.

Essential Indicators

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

Parameter	Unit	FY 2024-25	FY 2023-24
From Renewable Sources			
Total electricity consumption (A)	GJ	35,280	29,069
Total fuel consumption (B)	GJ	897	751
Energy consumption through other sources (C)	GJ	--	--
Total energy consumed from renewable sources (A+B+C)	GJ	**36,177**	**29,820**
From Non-Renewable Sources			
Total electricity consumption (D)	GJ	4,14,389	3,93,177
Total fuel consumption (E)	GJ	66,80,665	63,06,710
Energy consumption through other sources (F)	GJ	--	--
Total energy consumed from non-renewable sources (D+E+F)	GJ	**70,95,054**	**66,99,887**
Total energy consumed (A+B+C+D+E+F)	GJ	**71,31,231**	**67,29,707**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/Lakh INR	**6.85**	**7.24**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) #	GJ/Lakh INR	**141.49**	**147.86**
Energy intensity in terms of physical output	GJ/Mt of production	**14.85**	**15.43**

The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for current year and 20.43 for previous year. Energy intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

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.**

   We do not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India, hence the above indicator is not applicable to us.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	1,68,633	1,90,312
(iii) Third party water (Municipal water supplies)	19,09,277	17,26,223
(iv) Seawater / desalinated water	--	--
(v) Others (Rainwater)	9,371	19,447
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**20,87,281**	**19,35,982**
Total volume of water consumption (in kilolitres)	**20,84,842**	**19,33,589**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilolitres /Lakh INR)	**2.00**	**2.08**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kilolitres /Lakh INR) #	**41.36**	**42.48**
Water intensity in terms of physical output (kilolitres/Mt of production)	**4.34**	**4.43**

#The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for current year and 20.43 for previous year. Water intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

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

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(ii) To Groundwater		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(iii) To Seawater		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(iv) Sent to third parties		
- No treatment	2,439	2,393
- With treatment – please specify level of treatment	--	--
(v) Others		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
Total water discharged (in kilolitres)	**2,439**	**2,393**

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, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

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

Our sites are equipped with ETP for treatment of industrial effluent. Further to achieve Zero liquid discharge MEE (Multi effect Evaporator) has been installed at our significant operation sites covering Bhuj and Waluj plants. Treated water is again utilised into operations. Our sites have installed Sewage Treatment Plant (STP) to treat domestic effluents. Treated water is used for horticulture purpose. We ensure that no liquid effluents are discharged from all our manufacturing units, and water resources are utilised with utmost care. We ensure that no liquid effluents are released, and water resources are managed with the highest diligence.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx *	mg/Nm_3	131.32	91.12
SOx	mg/Nm_3	61.14	65.84
Particulate Matter (PM)	mg/Nm_3	23.40	27.88
Persistent Organic Pollutants (POP)	NA	NA	NA
Volatile organic Compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

* The value of NOx for FY 2023-24 have been recalculated and restated wherever applicable due to change in methodology of computation in order to maintain a consistent approach.

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, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	$MtCO_2e$	6,75,773	6,29,185
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	$MtCO_2e$	83,684	78,216
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	$MtCO_2e$/Lakh INR	0.73	0.76
Total Scope 1 and Scope 2 emission intensity adjusted for Purchasing Power Parity (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)#	$MtCO_2e$/Lakh INR	15.07	15.54
Total Scope 1 and Scope 2 emission intensity in terms of physical output	$MtCO_2e$/Mt of production	1.58	1.62

The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for current year and 20.43 for previous year. Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

Our manufacturing sites are actively engaged in numerous projects aimed at mitigating greenhouse gas emissions. We focus on integrating wind and solar power into our operations while consistently implementing diverse emission reduction programs. Through continuous process innovation, emissions are curtailed across our facilities. Among the initiatives undertaken at our plants are various measures to enhance environmental sustainability, reflecting our aim to reducing our carbon footprint. The following are some of the initiatives at our facilities:

- Additional rooftop solar plants were installed, increasing renewable energy capacity.
- Diesel-operated forklifts were replaced with battery-operated forklifts
- Introduced EV truck for internal transportation of carbon black at Bhuj site
- Street lighting automation was achieved through the installation of photo sensors.
- Conventional blowers were replaced with energy-efficient EC fans.
- Star-Delta starters are replaced by VFDs on various equipment to enhance energy efficiency.
- Ordinary exhaust fans and wall-mounted fans were replaced with energy-efficient BLDC fans.
- Refrigerant replacement for AC from R-22 to R-32.
- Common drain tank implemented for the Hot Feed & Duplex Extruder process, optimising chiller and pump usage.
- Energy-efficient IE4 motors installed on hot water pumps and vacuum pumps, reducing energy consumption

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,030.32	2,424.64
E-waste (B)	14.54	239.81
Bio-medical waste (C)	0.06	0.02
Construction and demolition waste (D)	0.00	0.00
Battery Waste (E)	42.15	15.22
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	1,013.63	715.60
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
Other Wastes (H)	17,393.41	20,692.96
Total (A+B + C + D + E + F + G + H)	**20,494.12**	**24,088.25**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Mt/Lakh INR)	0.02	0.03
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (Mt/Lakh INR)#	0.41	0.53
Waste intensity in terms of physical output (Mt of total waste generated/ Mt of production)	0.04	0.06

The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for current year and 20.43 for previous year. Waste intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

	FY 2024-25	FY 2023-24
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	12,266.38	14,206.23
(ii) Re-used	7,853.30	9,676.87
(iii) Other recovery operations	--	--
Total	**20,119.68**	**23,883.10**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	21.24	--
(ii) Landfilling	353.21	205.14
(iii) Other disposal operations	--	--
Total	**374.45**	**205.14**

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, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

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.

Our waste management approach adheres to hazardous, non-hazardous and other waste regulations and embraces the principles of the circular economy. We aim to minimise waste disposal by evaluating business processes for potential waste generation and exploring alternative resources, technologies, and processes.

There are specific areas for process and non-process scrap, with segregated waste bins within the plant to ensure proper collection and disposal. We collaborate with authorised vendors to ensure the proper disposal of hazardous waste. Waste resulting from office operations is managed by the local municipality following local regulations. The following are some of the initiatives at our facilities:

- Dedicated hazardous waste storage facilities meeting regulatory requirements.

- Reduced polythene usage with permanent covers, re-using polythene after cleaning and storage.
- Monitored and improved bladder life with corrective actions.
- Reduced fabric and steel wire scrap with best practices and new spools. Salvaged steel from discarded molds and machines to manufacture parts.

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.
We do not have any operational sites that fall under the ecological sensitive zones as stated by government authorities			

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
Project tittle as Expansion of Carbon Black Manufacturing Facility from 1.65 LTPA to 1.92 LTPA with existing CPP 40 MW under para 7(ii)	EC ID No. EC23A2301GJ5155819E	July 25, 2024	Yes	Yes	https://parivesh.nic.in

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
Yes, the Company is 100% compliant with the applicable environmental law/ regulations/ guidelines in India.				

Leadership Indicators

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

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

(i) **Name of the area:** Bhuj, Bhiwadi and Chopanki are located in over exploited category of water stress area as per Central Ground Water Board (CGWB).

(ii) **Nature of operations:** Tire Manufacturing

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	1,68,633	1,90,312
(iii) Third party water	17,42,424	17,18,866
(iv) Seawater / desalinated water	--	--
(v) Others – Rain water	7,545	19,447
Total volume of water withdrawal (in kilolitres)	**19,18,602**	**19,28,625**
Total volume of water consumption (in kilolitres)	**19,18,602**	**19,28,625**
Water intensity per rupee of turnover (Water consumed / turnover) (kilolitres/ Lakh INR)	1.84	2.07

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(ii) Into Groundwater		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(iii) Into 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.

Yes, Bureau Veritas (India) Private Limited has carried out Reasonable assurance for the above disclosure.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MtCO_2e$	The Company is in the process of quantifying Scope 3 emissions for FY 2024-25.	36,60,829
Total Scope 3 emissions per rupee of turnover	$MtCO_2e$/ Lakh INR		3.94
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	$MtCO_2e$/Mt of production		8.39

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.
Not Applicable

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.

None, of our manufacturing site nor office premises are in and/or around ecological sensitive areas where environmental approvals/ clearances are required, hence it is not applicable to us.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Increased Renewable Energy Capacity	Installation of rooftop solar plants	Reduction in GHG emissions
2	Replacement of Diesel Forklifts	Diesel-operated forklifts replaced by battery-operated forklifts	Reduction in GHG emissions
3	Installation of Variable Frequency Drives (VFD)	Provision of VFD to control motor Rotations per Minute (RPM) in mixing area, regulate speed of supply pumps, cooling tower fans, and various other equipment	Reduction in energy consumption
4	Lighting and Street Light Automation	Install photo sensors for streetlights and timers to reduce use during daytime	Reduction in energy consumption

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Chiller and Pump Optimisation	Common drain tank and optimised chiller usage for water cooling, installation of level sensors, and replacement of high-head pumps with efficient ones	Reduction in energy consumption
6	Water reuse optimisation	Collection and use of curing trench water, by implementing rainwater harvesting system	Reduction in water consumption
7	Sewage Treatment Plant (STP) Capacity Increase	Use of society STP treated water to meet plant water requirements	Reduction in freshwater consumption
8	Waste Reduction	High polythene consumption managed by stopping new poly usage and reusing old liners	Reduction in waste generated
9	Waste Reduction	Salvaged useful steel from discarded moulds to manufacture machine parts in-house	Reduction in waste generated

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

Our manufacturing units have comprehensive business continuity and disaster management plans, complete with regular mock drills. We understand the critical need for uninterrupted operations, even during unexpected challenges. Through frequent business impact assessments (BIA), we pinpoint potential threats such as natural disasters, supply chain issues, hazards, and public health crises. We are dedicated to deploying effective mitigation strategies to reduce these risks. Leadership closely monitors and reviews compliance issues periodically.

We maintain detailed business continuity plans, aligning with National Disaster Management Authority Guidelines, to ensure preparedness and effective responses to various scenarios.

Collaborating with our suppliers, we identify vulnerabilities and strengthen our supply chain resilience, ensuring all key vendor dependencies have backups. To protect our data and IT systems, we perform regular risk assessments and audits on cybersecurity, both internally and through independent experts/agencies. Refer our Business Continuity Policy for further details.

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?

No significant adverse impact envisaged/ came to our notice during reporting period. We conduct assessments of our value chain partner, based on ESG and quality indicators at periodic intervals and handhold them to achieve progress on their sustainability journey. Further we also emphasise our value chain partners to adopt ISO 14001:2015 i.e. Environmental Management Systems (EMS) to strengthen their environmental practices.

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

Under the supplier engagement programs, we have assessed certain high value raw material and packaging material suppliers based on their response to Declaration Forms. Sustainable sourcing, aligning with our commitment to integrate sustainability through sustainable procurement policy and natural rubber procurement policy.

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

We are committed to expanding our ability to serve a diverse range of audiences in Tires market. We focus on public policy advocacy, raising awareness, mobilising our workforce, and garnering stakeholder support. Upholding ethical practices, we emphasize gender equality and inclusivity while utilising technology and research to advance sustainability and tackle environmental issues efficiently.

Essential Indicators

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

We engage proactively with various trade and industry chambers and associations to sustain relationships and tackle common issues impacting businesses and communities. Currently, we are affiliated with 11 prominent trade and industry organisations, facilitating the exchange of knowledge and spearheading positive changes in the agricultural sector. These partnerships provide us with significant opportunities to contribute to industry advancement and development. Our involvement in these collaborations underscores our commitment to promoting sustainable practices and making a meaningful impact in the communities we serve.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	All India Rubber Industries Association (AIRIA)	National
2	Bombay Chamber of Commerce (BCC)	National
3	Chemical and Allied Export Promotion Council of India (CAPEXIL)	National
4	Federation of Indian Export Organisation (FIEO)	National
5	IMA Chief Human Resource Officer Forum (CHRO)	National
6	The European Tire and Rim Technical Organisation (ETRTO)	International
7	The Tire and Rim Association (T and RA)	International
8	Bhiwadi Manufacturers Association (BMA)	National
9	Chambers of Marathwada Industries and Agriculture (CMIA)	National
10	Global Platform for Sustainable Natural Rubber	International
11	Tire and Rubber Association of Canada (TRAC)	International

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

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

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 the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	Nil	-	-	-	-

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

Globalisation and technological progress have led to rapid economic growth, but the resultant advantages have not been equally distributed. We seek to rectify this disparity by addressing heightened economic and social instability, as well as global challenges. We prioritize embedding Inclusive Growth into vital business choices, providing a framework for both our company and investors.

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
No SIA Conducted in the reported period					

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 2022-23 (In INR)
Not Applicable						

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

We have established a Grievance Redressal Mechanism to support our stakeholders, including the local community. Our commitment to community development is demonstrated through our continuous engagement and collaboration with local residents. Further, if we come across any grievances during the engagement, we take appropriate measures to address the same. Community members are encouraged to reach out to the plant administration for any further communication or assistance.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	9%	4%
Directly from within India	59%	46%

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 2024-25	FY 2023-24
Rural Semi	13.57	14.12
Semi-urban	12.23	12.75
Urban	45.77	44.99
Metropolitan	28.43	28.14

(Places are categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

- Numbers mentioned above are specific to India geography.
- Classification is based on the RBI Guidelines and Census 2011. As per the latest census all urban would be classified as Metropolitan based on the population index.

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
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
Nil			

3. **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. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable.				

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

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

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

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalised groups
1	Bhuj Gujarat (Community Center) Contribution for construction of a community centre for the Ahir community in Padhar village used for group marriages and social gatherings benefiting 80% of local population	25,000	100%
2	Vadvara Ahir Samajwadi Boundary wall, Bhuj-Gujarat, for construction a Boundary Wall for Ahir Community in Kandherai Village used for group marriages and social gatherings benefiting directly to 175 residents of Vadvara, with an additional 5000 people from surrounding villages.	5,000	100%
3	Bhuj Gujarat (Various Projects) Various projects in the area towards education, health and infrastructure support for the benefits of Bhuj and nearby villages.	368,070	66%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalised groups
4	Nirvanavan Foundation, New Delhi Contribution towards Education Initiatives	350	0%
5	Sapna, New Delhi Supporting for construction work in school of Sapna Shiksshalaya, primary section, ground floor at village Bala Dehra Dist Alwar -301023 Rajasthan.	307	0%
6	Manav Jyot Gujarat Contribution for construct of one room at Vadilo no Visamo old age home.	2	100%
7	Panna Narendra Dalal Charitable Trust, Mumbai Contribution for food to needy in Borivali, Mumbai as trust distribute more than 200 food packets on daily basis.	200	100%
8	Tata Memorial Hospital, Mumbai Providing CT Scan (CT Dual Energy Scanner)- Artificial Intelligence Based Platform Revolution Maxima for carrying out diagnostic CT scans and CT-Guided biopsy, Annually 1-1.50 Lakh patients need CT scans.	150,000	NA
9	The Akshyapatra Foundation, Bangalore For Bhuj Kitchen - Pedestal Fan, Movable aluminium section, 3Hp mudpump, Vehicle washing Pump, MS lockers, SS laddle, CCTV camera, UPS backup, SS stool, pulverizer Machine, Magnet grill, Motor for rice cleaning machine, Motor for roti machine, motor for sukhadi machine, Celling Fan, Vegetable washing machine, Air curtains, TPM oil tester and others.	50,000	70%
10	The Akshyapatra Foundation, Bangalore Partnering for serving Midday meals to 30,000 children in various school at Bhuj (Gujarat)	30,000	70%
11	Utkarsh Global Foundation, Mumbai Contribution for drinking water for 15 days to Mahamadpur Village district of Chatrapati Sambhaji Nagar, Maharashtra under drought relief project to support to communities and stray animal around 400 lives. Additionally, 6 vehicles (CNG2 & Diesel 4) were provided.	400	100%
12	Bhiwadi Miscellaneous Expenses in the area of education and rural development at Bhiwadi and Chopanki	Not Available	NA
13	Rotary Club of Thane Lake City Charity Trust, Thane Contribution for construction of additional classroom, renovation of kitchen, toilets and wash station in School building at Awale Village, Sahapur Taluka, Thane for 200 children	200	NA
14	Kushtarog Niwaran Samiti, Raigad Providing Cupboard to Deharang Village Zilla Parishad School, Raigad District.	Not Available	NA
15	Shirodkar Hospital Trust at Asian Institute of Medical Sciences (AIMS), Thane Providing Misso Robotic surgical equipment system for treatment of patients.	100	NA
16	Sri Chaitanya Educational Trust, Mumbai For upgradation of lift of the school building at Gopal Garden High School, Borivali (East), Mumbai -400066	Not Available	100%
17	Deepsikha, Mumbai Contribution for free meals to Cancer patients and their family members approx. 2800 at Arogya Bhawan in Vashi, Navi Mumbai- Maharashtra	2,800	100%
18	Have A Heart Foundation, Mumbai Contribution for sponsoring surgeries and post operative care to under privileged children upto 18 years having vascular conditions such as coil closures which require ballooning or stenting, intra cardiac repairs, closure of Ventricular spetal defect and bidirectional glemmshuntar	Not Available	NA
19	Sound Space Foundation, Mumbai Music class for children from under privileged background.	Not Available	NA
20	Shreyas Medicare, Vapi Providing financial support for acquisition of Fully Motorised ICU Bed with all accessories (08), Multi Para Monitor (8), ECG Machine (1), Defibrillator Machine (1), Central Monitor for 8 Bed (1), Syringe Pump (8), Volumetric pump (2), Fluid Body warmer (1) and Infrastructure including civil work, Furniture-Fixtures & Medical gas line.	80	NA

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalised groups
21	Sai Hospital, Dombivli (Thane) Mindary Make Consona N7 Color Doppler Machine with accessories and 4 nos ICU Ventilator Machine, Model- Optima Plus.	350	NA
22	Vertex Multi-speciality Hospital, Kalyan Mindary make DC-60 EXP X-Insight Color Dpooler Machine with accessories and 4 nos Briovent Ventilators for adult and paid application.	1,250	NA
23	Primary Health Center, Kachigam, Daman Provided Biochemistry and Haematology machines for diagnostics to provides faster results in continuum of patient care.	54,463	NA
24	Parkinsons Disease and Movement Disorder Society, Mumbai Contributed to corpus of the foundation, the income will be used for multidisciplinary rehabilitation for around 80 PwP's and their caregivers from Vasai, medication for 10 patients and improved quality of life for more than 150 senior citizens.	160	100%
25	Tata Memorial Hospital, Mumbai, For providing complete financial adoption for cancer treatment for 10 children coming across India and belonging to poor socio-economic strata of the society.	10	100%
26	KEM Hospital, Mumbai, For providing a Sports Injury Centre.	Not Available	--

Note: NA – Not Applicable

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

We advocate for responsible consumer engagement, emphasising the provision of value to our customers. We believe in establishing meaningful connections by delivering products and services that meet their needs while upholding ethical standards. By prioritising responsible practices, we aim to foster trust and loyalty within our consumer base. Through this approach, we ensure that every interaction with our brand adds value to the lives of our customers while promoting sustainable business growth.

Essential Indicators

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

As an organisation, we prioritises customer satisfaction. We value all customer feedback and have established multiple channels for customers to communicate with us. To meet their expectations and provide satisfactory resolutions to their queries, we have developed a robust customer feedback management process. This process has evolved over the years to ensure the proper registration of customer / consumer grievances and their timely resolution.

Customers can communicate with the Company through various communication channels, including our grievance portal, emails, and phone calls. Once received, customer feedback is directed to our specialised Techno-Commercial team, which is responsible for providing appropriate and timely resolutions. Additionally, we conduct customer assessment surveys to continually enhance our product quality and overall customer satisfaction.

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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	--	0	0	--
Advertising	0	0	--	0	0	--
Cyber-security	0	0	--	0	0	--
Delivery of essential services	NA#	NA#	--	NA#	NA#	--
Restrictive Trade Practices	0	0	--	0	0	--
Unfair Trade Practices	0	0	--	0	0	--
Other – Product related*	12,791	995	*	10,040	1,817	*

* Pending complaints are in process of resolution.

#We do not deliver essential services

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

We have established a robust framework and comprehensive Cybersecurity and Data Privacy Policy to effectively manage risks associated with cybersecurity and data privacy. Protecting business information and ensuring the privacy of our stakeholders are among our highest priorities. Our policy outlines strict measures and guidelines for the handling, storage, and transmission of data within our organisation. By implementing proactive strategies, we demonstrate our dedication to safeguarding sensitive information and maintaining the trust and confidence of our stakeholders.

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 consumers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There has been no such instance occurred during this reporting year. There is no adverse action taken by any authority till date.

7. Provide the following information relating to data breaches:

a. **Number of instances of data breaches**

01

b. **Percentage of data breaches involving personally identifiable information of consumers**

0%

c. **Impact if any of the breaches**

A Cyber incident occurred in July 2024 due to which a few of our systems were inaccessible. We detected this incident and worked with cyber security specialists to remediate the situation. No material data loss has been evident as we were able to activate our business continuity plan in a timely manner. Incidence had been reported to CERT-In.

Leadership Indicators

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

Our product information is available on our website - https://www.bkt-tires.com/ww/us/ . Additionally, we actively host and attend numerous events to promote awareness of our offerings. For further inquiries about our products and services, stakeholders are welcome to contact us through multiple communication channels.

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

We make certain that each product is provided with safety guidelines that meet various standards, such as those set by the European Tyre and Rim Technical Organisation (ETRTO). In addition, we offer our customers Standard Operating Procedures

(SOPs) to promote the safe and responsible use of tires. Through regular educational events, we inform our customers about the proper and safe use of our products. Our mission is to foster awareness and ensure that our customers fully grasp the importance of safe and responsible product handling.

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

   Although we do not deal with any essential services, the Company has established comprehensive mechanisms to notify stakeholders in the event of any service disruption or discontinuation. These notifications will be disseminated through various channels, including our website, emails, telephone, and distributor networks. Additionally, our Business Continuity Policy encompasses these communication strategies to ensure all stakeholders are promptly informed.

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 about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   Yes, we display all relevant product information in accordance with the applicable standards as well as the standards of the countries where our products are exported as may be required. Over and above the mandatory requirements, we also display additional product information which enables customer/consumer to use our final product more efficiently Yes, we regularly conduct customer satisfaction surveys, and the results are presented during management review meetings. These surveys are part of our quality management checks. Additionally, interactions with customers at various forums serve as valuable sources of feedback.

x-x-x-x

BALKRISHNA INDUSTRIES LIMITED

for
Reporting Period:

01st April 2024 – 31st March 2025

Bureau Veritas (India) Private Limited

EcoCenter, EM Block 16th Floor, Unit 1601/2 Bidhan Nagar, Sector V, Salt Lake, Kolkata, West Bengal 700091

Ref: BV_BKT_BRSR_ 19031339 ASR_T10_270823

Independent Assurance Statement

Introduction and Objective of Work

BUREAU VERITAS has been engaged by the Balkrishna Industries Limited (hereinafter referred to as "BKT" or the "Company") to conduct an independent and reasonable assurance of its Business Responsibility and Sustainability Reporting (hereinafter abbreviated as "BRSR" or "Report") for the reporting period from 01.04.2024 to 31.03.2025, based on BRSR & BRSR Core Parameters.

The verification of the BRSR including BRSR Core parameters adopted by BKT under respective plants & Corporate Office and the review of documents and disclosures were conducted at all the Plants of BKT including the Corporate Office as a part of the BRSR assurance.

The **reporting boundaries** considered for this reporting period are as follows:

A. Corporate Office:

BKT House, C/15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013 (Maharashtra)

B. Manufacturing Plants:

Gujarat:

- Bhuj Bhachau Road, S.H.No.42, Village Padhdhar, Taluka Bhuj 370 105, District – Kutch (Gujarat): **Tyre, Carbon Black & Mould Manufacturing**

Rajasthan:

- SP-923, RIICO Industrial Area, Phase-III, P.O. Bhiwadi 301 019, District- Khairthal- Tijara (Rajasthan): **Tyre Manufacturing**
- A-300-305 & E-306-313 RIICO Industrial Area, Chopanki P.O. Bhiwadi 301 707, District – Khairthal- Tijara (Rajasthan): **Tyre Manufacturing**
- Village Soda Mada, Tehsil: Fatehgarh 345 027, District – Jaisalmer (Rajasthan): **Wind farm**

Maharashtra:

- F 19/20, Gut no 62, 65, 66, MIDC, Village: Wadgaon Kolhati, Waluj, Chhatrapati Sambhaji Nagar-431 136 (Maharashtra): **Tyre Manufacturing**
- B-66, Waluj MIDC, Waluj Industrial Area, Waluj, Chhatrapati Sambhaji Nagar 431 136 (Maharashtra): **Tyre Manufacturing**
- C-21, M.I.D.C, Phase No. I, Dombivili (E) 421 203, District – Thane (Maharashtra): **Mould Manufacturing**
- Plot No. TS- 1, MIDC Phase II, opposite to Don Bosco School Manpada Road, Sagaon, Dombivili (E) 421204 (Maharashtra): **Drum Manufacturing**

The selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of BKT. Bureau Veritas was not involved in the drafting or preparation of the back-up data of the said BRSR report. The responsibility of BV was to provide independent assurance, as described in the scope of assurance.

Intended User

The assurance statement is made solely for "Balkrishna Industries Limited" as per the governing contractual terms and conditions of the assurance engagement contract between "BKT" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any other party other than "BKT" for the work we have performed for this assurance report or for the conclusions stated in the paragraph below.

Ref: BV_BKT_BRSR_ 19031339 ASR_T10_270823

Independent Assurance Statement

Assurance Type and Scope

Bureau Veritas conducted assurance on BRSR including Core parameters in accordance with the "Type 2 High" as per Accountability Assurance Standard (AA1000 AS) version 3, which is equivalent to "reasonable" assurance as defined in 'International Standards on Assurance Engagements'(ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015) issued by the International Auditing and Assurance Standards Board ensuring that the information in the report meets key principles of relevance, completeness, materiality, reliability, neutrality, and understandability.

The scope of the engagement, as agreed with BKT, included the review and verification of policies, practices, initiatives, and performance presented in the report. It also involved assessing the underlying management and reporting processes in line with the BRSR & BRSR Core Parameters and evaluating the report's adherence to the "in accordance" criteria of these parameters. Furthermore, the verification covered standard disclosures listed in the BRSR & BRSR Core Annexure to ensure transparency and accountability in Business Responsibility and Sustainability Reporting (BRSR & BRSR Core) reporting.

Scope And Boundary of Assurance

Assurance has been provided for selected BRSR & BRSR Core parameters presented in the BRSR Report. The reporting boundary covers data and information across BKT's offices and Plants as mentioned above, in alignment with the Business Responsibility and Sustainability Reporting (BRSR & BRSR Core) Parameters of non-financial disclosures for the period from 1st April 2024, to 31st March 2025, based on the BRSR including BRSR Core Parameters. The assurance process included the verification of sample data and information on selected BRSR Including Core Parameters from all the Plants including Corporate Office.

The Scope of Assurance for BRSR Indicators based on BRSR including BRSR Core Parameters includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of non-financial disclosures of BRSR including Core parameters for the above-mentioned locations.
- Testing, on a sample basis, of evidence supporting the data disclosed.
- Verification of the sample data evidence and information on selected BRSR including BRSR Core Parameters reported at the above-mentioned operations for the defined reporting period.
- Assessment of the suitability between the backup data for the selected BRSR including Core parameters of non-financial disclosures and the information presented in BRSR Report.
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance.

List of BRSR including BRSR Core Parameters verified for the units under the reporting boundary include, but not limited to:

- Employee details
- Training details
- Turnover rate for employees and workers
- CSR details
- Value Chain assessment details
- Environmental monitoring parameters including water, Scope 1 and 2, air emissions, different category of waste, etc.
- All the parameters in BRSR core

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Independent Assurance Statement

The Methodology Adopted for Assurance

The Bureau Veritas BRSR assurance process involves specified procedures to obtain evidence regarding the reliability of the data provided by the entity. The nature, timing, and extent of these procedures depend on the data and evidence presented, including the verification of risks associated with the selected BRSR disclosures and their relevance. While assessing these risks, the internal strategy is considered during report preparation to design the assurance procedures and validate their appropriateness to the fullest extent possible.

As per the scope of assurance, sample evidence, information, and explanations necessary for the assurance process were reviewed. Based on this, the following assessments were conducted:

- Ensuring that the report is prepared in accordance with the Business Responsibility and Sustainability Reporting (BRSR & BRSR Core) parameters, based on the Business Responsibility and Sustainability Reporting (BRSR & BRSR Core Parameters), applicable to the operations of BKT.
- Evaluating the appropriateness of various assumptions applied by BKT for data estimation.
- Reviewing the report to ensure there is no misrepresentation of disclosures within the defined assurance scope.
- Assessing the systems used for data compilation and reporting based on Universal Disclosures and Topic-Specific Disclosures of material topics outlined in the assurance scope.
- Verifying the systems and procedures for quantification, collation, and analysis of BRSR including BRSR Core parameters included in the report.
- Examining month-wise data for consistency, reliability, and accuracy.
- Validating selects key performance data based on information from plants, including corporate office:
    - Testing data reliability and accuracy on a sample basis.
    - Assessing the stakeholder engagement process and approach to addressing key topics and concerns as defined in the report.
    - Conducting a reasonable review of the materiality assessment process based on the information provided for the respective plants.
    - Reviewing processes for data collection, compilation, and reporting of BRSR & BRSR Core parameters of non-financial performance disclosures.
    - Classifying observations and findings, followed by the issuance of the Assurance Statement.

Sample data were collected to support Bureau Veritas' conclusions regarding the verified information and data. The assurance process was conducted based on the details available during the review of the all the Plants and Corporate office.

Limitations and Exclusions

The assurance is reasonable to the above-mentioned scope of work and excludes the information relating to:

- Data related to the BKT's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.

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Independent Assurance Statement

- Positional statements, expressions of opinion, belief, aim, or future intention by "BKT" and statements of future commitment and any of the statements related to organizational aspects or reputation.
- The assurance does not extend to the activities and operations of "BKT" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "BKT".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.

Alignment with AA1000 Principles

Inclusivity	BKT actively engages with its key stakeholders, including socially responsible investors, value chain partners, government officials, and local community representatives. The company has implemented structured stakeholder engagement processes and regularly undertakes related activities. Additionally, BKT is committed to supporting the local community through various Corporate Social Responsibility (CSR) initiatives.
Materiality	The BRSR Report covers the key environmental, social, and economic issues that BKT has identified as most material. These issues were determined through a comprehensive process of stakeholder engagement and dialogue. The materiality assessment took into account both internal evaluations of business risks and opportunities, as well as the perspectives and concerns of stakeholders.
Responsiveness	BKT is actively addressing the issues it has identified as material, reflecting its commitment through relevant policies, objectives, performance indicators, and targets. The company has undertaken several initiatives aimed at providing environmentally responsible services, while also prioritizing occupational health and safety. Additionally, it has implemented appropriate measures for emergency preparedness, control mechanisms, and risk management across its operations.
Impact	Our assessment found no evidence that BKT has failed to monitor, measure, or take accountability for its actions concerning its identified material topics. The company demonstrates a consistent approach to tracking and managing its performance in these areas.

Our Findings

- Nothing has come to our attention to indicate that the non- financial disclosure in the BRSR Report based on BRSR & BRSR Core Parameter are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that BKT has established appropriate systems for the collection, aggregation, and analysis of data on Non-Financial performance disclosures.
- The BRSR disclosure in the BRSR Report provides a fair representation of the BKT's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the BKT and status during the reporting period.

Independent Assurance Statement

BUREAU VERITAS

Management Responsibilities

BKT is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of “BKT”. Bureau Veritas (BV) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to conduct independent assurance for the BRSR including BRSR core performance of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with almost 196 years of history in providing independent assurance services. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with “BKT”, its Directors, Management, or officials beyond that required of this assignment. We have conducted this verification independently and there have been no conflict of interest.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of BRSR Report.

Restriction on use of Our Report

Our assurance report has been prepared and addressed to the Board of Directors of the BKT at the request of the BKT solely to assist the BKT in reporting on the BKT’s BRSR including core performance and activities. Accordingly, we accept no liability to anyone, other than the BKT. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Shankha Suvra
Lead Assurer
Shankha Suvra

Date: 21/05/2025
Place: Kolkata, India

AA1000
Licensed Report
000-137/V3-YWLYR

Munji Rama Mohan Rao
Technical Reviewer

Date: 21/05/2025

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