



Registered & Corporate Office
Redington Limited
Block3, Plathin, Redington Tower, Inner Ring
Road, Saraswathy Nagar West, 4th Street,
Puzhuthivakkam, Chennai -600091
Email: investors@redingtongroup.com
CIN: L52599TN1961PLC028758
www.redingtongroup.com
Ph: 044 4224 3111

July 7, 2025

**The National Stock Exchange of India
Limited**

Exchange Plaza,
Bandra-Kurla Complex,
Bandra (E), Mumbai – 400051

Symbol: REDINGTON

BSE Limited

Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai — 400 001

Scrip: 532805

Sir/Madam,

Subject: Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which also forms part of the Annual Report for the Financial Year 2024-25.

Kindly take the above on record.

For Redington Limited

**K Vijayshyam Acharya
Company Secretary**

Certificate Under Regulation 17(8) Of the SEBI (Listing Obligations And Disclosure Requirements) Regulations, 2015

We, V. Ravi Shankar, Chief Financial Officer and Ramesh Natarajan, Chief Executive Officer – India Distribution business hereby confirm and certify that:

- i. We have reviewed financial statements for the year ended March 31, 2025, and that to the best of our knowledge and belief:
 - a. These statements do not contain any materially untrue statement or omit any material fact or contain statements/figures that might be misleading.
 - b. These statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- ii. There are, to the best of our knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.
- iii. We accept responsibility for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we

- have disclosed to the Auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.
- iv. We have indicated to the auditors and the Audit committee:
 - a. That no significant changes in internal control have occurred over financial reporting during the year;
 - b. That changes in accounting policies, if any, during the year have been disclosed in the notes to the financial statements and
 - c. That no instances of significant fraud of which we have become aware and the involvement therein, if any, of the management or an employee having a significant role in the company's internal control system over financial reporting.

V Ravi Shankar
Chief Financial Officer

Ramesh Natarajan
Chief Executive Officer

Date: May 19, 2025
Place: Chennai

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L52599TN1961PLC028758
2	Name of the Listed Entity	Redington Limited
3	Year of incorporation	1961
4	Registered office address	Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4 th Street, Puzhuthivakkam, Chennai, Tamil Nadu, India, 600091
5	Corporate address	Block3, Plathin, Redington Tower, Inner Ring Road, Saraswathy Nagar West, 4 th Street, Puzhuthivakkam, Chennai, Tamil Nadu, India, 600091
6	E-mail	esg.global@redingtongroup.com
7	Telephone	+91-44-42243111
8	Website	http://www.redingtongroup.com/
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited (NSE)
11	Paid-up Capital (₹ in Crores)	156 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	R Venkatesh (Global Chief Sustainability Officer) +91-44-42243111 esg.global@redingtongroup.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)	Consolidated Basis (unless specified otherwise)
14	Name of assessment or assurance provider	Not Applicable
15	Type of assessment or assurance obtained	Not Applicable

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	Distribution of technology products	Wholesale distribution of machinery, equipment, and supplies. [Wholesale of computers, computer peripheral equipment, solar, software, electronic and telecommunications equipment and parts]	98.30%

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	Whole-sale distribution of Machinery, Equipment and Supplies	465	98.30%

III. Operations

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

S. No	Location	Number of Offices	Number of Warehouses	No of Service Centre	No of Collection Centre	Total
1	National	39	88	Nil	Nil	127
2	International	38	26	15	3	82

19. Markets served by the entity:

a. Number of locations

S. No	Locations	Number
1	National (No. of states)	28
2	International (No. of countries)	40

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

Percentage of exports in total turnover is 1.1% all of which pertain to exports from international group entities.

c. A brief on types of customers

Redington is a multifaceted global distributor, supply chain management and solutions aggregator for the IT ecosystem. Serving Resellers, Retailers, System Integrators, and Independent Service Vendors of technology products and solutions such as Smartphones, Wearables, Desktops, Notebooks, Laptops, Tablet PCs, Printers, Supplies, Gaming Products, Enterprise Infrastructure, Software, Data Security, Cloud Solutions, and Solar Energy Solutions through a distribution network of over 50,000+ channel partners globally.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total(A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No.(D)	%(D/A)
Employees								
1	Permanent (D)	4780	3652	76%	1128	24%	0	0
2	Other than Permanent (E)	301	267	89%	34	11%	0	0
3	Total employees (D + E)	5081	3919	77%	1162	23%	0	0
Workers								
4	Permanent (F)	7282	6115	84%	1167	16%	0	0
5	Other than Permanent (G)	429	368	86%	61	14%	0	0
6	Total workers (F + G)	7711	6483	84%	1228	16%	0	0

b. Differently abled Employees and workers:

S. No	Particulars	Total(A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No.(D)	%(D/A)
Differently-abled Employees								
1	Permanent (D)	8	6	75%	2	25%	0	0
2	Other than Permanent (E)	0	0	0	0	0	0	0
3	Total differently abled employees (D + E)	8	6	75%	2	25%	0	0
Differently-abled Workers								
4	Permanent (F)	10	9	90%	1	10%	0	0
5	Other than Permanent (G)	0	0	0	0	0	0	0
6	Total differently abled workers (F + G)	10	9	90%	1	10%	0	0

21. Participation/Inclusion/Representation of women:

Particulars	Total(A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	2	25%
Key Management Personnel*	3**	0	0

* KMP is defined as per Section 203 of Companies Act, 2013.

** Mr. V S Hariharan and Mr. S V Krishnan have been included in Board Of Directors

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY 2025 (Turnover rate in current FY)				FY 2024 (Turnover rate in previous FY)				FY 2023 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	21%	20%	0%	21%	17%	19%	0%	18%	18%	31%	0%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Note: Details pertain to Redington Limited

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

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

Kindly refer Related party disclosures (As per Ind AS 24 "Related party disclosures") Board's Report

VI. CSR Details

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

Yes

ii. Turnover (₹ in Crores)

Particulars	Redington Limited	Proconnect Supply Chains Solutions Limited	Redserv Global Solutions Limited	Total (₹ In crores)
Turnover	49643.58	584.11	83.19	50310.88

iii. Net worth (₹ in Crores)

Particulars	Redington Limited	Proconnect Supply Chains Solutions Limited	Redserv Global Solutions Limited	Total (₹ In crores)
Net worth	4586.70	218.55	18.39	4823.64

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)			If NA, then provide the reason
		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		0	0	-	0	0	-	-
Investors (other than shareholders)		0	0	-	0	0	-	-
Shareholders	Yes https://redingtongroup.com/wp-...	1	0	-	0	0	-	-
Employees and workers		31	0	-	0	0	-	-
Customers		0	0	-	0	0	-	-
Value Chain Partners		0	0	-	0	0	-	-

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environment: Climate Change	R	Climate Change risks manifest as strategic risks, operational risks & transitional risks (compliance) which if not tracked & managed adequately could adversely affect our operations, reputation & profitability	Adopt a long-term net zero strategy focused on: <ul style="list-style-type: none"> Implement energy-efficient technologies and practices, such as LED lighting, efficient HVAC systems, and building automation systems Explore renewable energy options, such as solar to reduce reliance on fossil fuels to contribute to a clean and sustainable energy system. Incorporate green building practices in operations, such as using sustainable materials and water conservation measures. Transition to cloud-based technologies to reduce energy consumption and carbon emissions associated with data storage and processing Initiated monitoring of Scope 3 greenhouse gas emissions to enhance environmental stewardship and support long-term decarbonization goals. Undertaking projects such as provision of solar lights in rural areas, pond renovation, and tree plantation to promote environmental sustainability 	Negative Implications through increased operational costs. Positive for the environment
2	Environment: Waste Management	O	Increasing regulations & interest in responsible waste management provide an opportunity for us to embrace our unique role in the ecosystem and play an important part in the circular economy enabling: <ul style="list-style-type: none"> Potential increased revenue from additional services Industry leadership in enabling circular economy through advocacy 	<ul style="list-style-type: none"> Adopt a long term Zero Waste to Landfill Strategy for waste generated in-house Collaborate with our stakeholders to understand their most pressing challenges on enabling circular economy & build capabilities to serve their needs Establish e-waste collection and recycling programs Optimize reverse logistics for returns 	Positive Implications for the environment
3	Social: Employee Engagement & Retention	R	Low employee engagement and high turnover rates can lead to a decline in productivity, decreased employee morale, and increased costs associated with recruitment and training of new employees	<ul style="list-style-type: none"> Engage in regular dialogues with employees through townhalls, newsletters, mid-year feedback and surveys. Develop individual learning plans to cover 50 hours learning per annum. Encourage employee's skill development through employee friendly professional development and benefit policies. Internal Job Posting (IJP) supports employee retention by promoting internal mobility and career progression through a transparent and structured process. 	Positive Implications through higher productivity, job satisfaction and lower attrition

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)
				<ul style="list-style-type: none"> Offer competitive compensation and benefits packages to attract and retain top talent. Foster a positive work culture and environment by promoting teamwork, recognizing employee achievements, providing a healthy work-life balance and enhancing overall employee wellbeing Conduct regular employee surveys to assess employee satisfaction and identify areas for improvement 	
4	Social: Diversity Equity & Inclusion (DEI) - Inclusive Growth & Equitable Development	O	Our goal toward promoting inclusive development and resultant go to market strategies provide us with an opportunity to expand the market & customer base we serve with a potential to improve revenue & growth.	We have a DEI strategy that is monitored by the ESG Committee of the Board	Positive Implications through productivity and retention of talent
5	Governance: Cyber Security	R	As part of our daily operations, we handle sensitive information such as customer names, addresses, payment information, and delivery schedules. Protecting this data is essential to maintaining customer trust and avoiding legal and financial consequences.	<ul style="list-style-type: none"> Creating a framework to protect the company's data, infrastructure, operations, and reputation from internal and external cyber threats. Monitor developments and continually evaluate organisational preparedness towards cyber security threats through our risk control & management team. Create awareness and improve preparedness through deployment of tools for simulation, newsletters and training. Cyber insurance coverage 	Negative Implications in terms of costs. Positive in terms of reputation.
6	Governance: Supply Chain Management	O	Any disruption in the supply chain—such as delivery delays, quality issues, or supplier bankruptcies—can significantly impact the company's ability to fulfill orders and meet customer expectations	Diversifying suppliers across regions to reduce dependency on a single source, maintaining strategic inventory buffers for critical components, implementing advanced demand forecasting tools, establishing strong relationships with suppliers, conducting regular performance audits, and incorporating contingency planning	Positive Implications Inventory management to reduce overstocking or stockouts, improving efficiency and minimizing waste. Leveraging route optimization and preferred carrier agreements to reduce transportation costs and environmental impact.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Policy and Management Processes

1. a. **Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Y	Y	Y	Y	Y	Y	Y	Y	Y

b. **Has the policy been approved by the Board? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Y	Y	Y	Y	Y	Y	Y	Y	Y

c. **Web Link of the Policies, if available**

P1 - P9
https://redingtongroup.com/corporate-governance/

2. **Whether the entity has translated the policy into procedures. (Yes / No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Y	Y	Y	Y	Y	Y	Y	Y	Y

3. **Do the enlisted policies extend to your value chain partners? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Y	Y	Y	Y	Y	Y	Y	Y	Y

4. **Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

	P1	P2	P3	P4	P5	P6	P7	P8	P9
					(1,2)				
					(4)				
					(2,4)				
					(1,2)				
					(3)				
					(4)				
					(4)				
					(1,2)				
					(3,4)				

* UN Global Compact Act (1), GRI (2), UN Guiding principles on Business and Human Rights (3), Redington Code of Business Conduct & Ethics conforms to NGRBC (4)

5. **Specific commitments, goals and targets set by the entity with defined timelines, if any.**

	Redington Limited ("The Company") has set internal goals & targets on each of the principles with a few listed below. In Principle 6, the following commitments have been made by the company
P1 - P9	<p>(i) Net Zero Commitment: The Company is committed to achieving Net Zero emissions by 2050, supported by near-term Science-Based Targets. This is driven by a focus on Scope 3 emissions, renewable energy transition, and climate risk management to ensure a comprehensive and accountable decarbonization strategy.</p> <p>(ii) Circular Economy: The Company has established a strong foundation in circular economy practices through e-waste recycling initiatives and is committed to achieving Zero E-waste to Landfill by 2030, along with eliminating single-use plastics across all facilities by 2028.</p>

6. **Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

P1 - P9	Company has initiated actions in respect of targets set. These are reviewed periodically by CSR & ESG committee of the Board and Management.
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Governance, Leadership & 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)**

Please refer Chairman's Message, which forms part of this Annual Report.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. R Venkatesh
 Designation: Global Chief Sustainability Officer
 Telephone: 044-42243111
 Email ID: esg.global@redingtongroup.com

9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes. The CSR & ESG Committee of the board reviews the Company's performance on Environment Social and Governance aspects and oversees the implementation of relevant policies and strategies, formulates and recommends the policy to the Board and monitors budget, activities and expenditure

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

Parameter	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	P1 - P 9	The Company's Business Responsibility policies are periodically or as-needed reviewed by the compliance team, with suggested amendments presented to the Senior Leadership Team, including our MD & Group Chief Executive Officer. This process evaluates the efficacy of existing policies, leading to necessary updates in policies and procedures. Additionally, these policies fall under the oversight of the CSR & ESG Committee of the Board, which convenes bi-annually to assess progress against defined milestones and recommend the adoption of new or revised policies.	We are compliant with the statutory requirements , as applicable to our operations.
Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)			

11. **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.**

P1 - P9	The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of aspects of business responsibility and sustainability.
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12. **If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

Yes, all principles are covered by our policies

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	1. Conduct at Workplace 2. Business Ethics 3. Data Protection 4. Strategic Thinking Workshop	100%
Key Managerial Personnel	6	1. Business Ethics 2. Conduct at Workplace 3. Data Protection 4. ISO 9001:2015 QMS Assessment 5. Prevention of Sexual Harassment at workplace 6. Strategic Thinking Workshop	72%
Employees other than BoD and KMPs	9	1. Code of Conduct and Business Ethics workshops 2. Anti-corruption and Anti-bribery training 3. Governance and Compliance 4. Whistleblower policies and grievance redressal mechanisms 5. Non-discrimination and anti-harassment policies 6. Supplier code of conduct and ethical sourcing 7. Respecting indigenous rights and local communities 8. Responsible lobbying and advocacy 9. Fair trade and ethical sourcing policies	100%

Note: Details pertain to Redington Limited

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

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/fine		Nil		
Settlement				

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
		Nil

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 has instituted a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy, forming a key part of its commitment to ethical and transparent business practices.

ABAC Policy is integrated within the Company's Whistleblower Policy and Vigil Mechanism, which provides a formal platform for Directors, employees, and external stakeholders to confidentially report concerns related to unethical conduct, suspected fraud, or violations of the Company's Code of Business Conduct.

Key highlights of the ABAC and Whistleblower framework include:

- Confidential Reporting: A dedicated and independently managed Ethics Helpline is in place for confidential reporting of ethical concerns or violations.
- Protection Against Retaliation: The mechanism ensures strict confidentiality and safeguards against any form of retaliation or victimisation of whistleblowers. No personnel have been denied access to the Chairperson of the Audit Committee.
- Governance and Oversight: The policy framework encompasses risk assessment, third-party due diligence, training & awareness, and audit & reporting mechanisms.
- Gifts & Entertainment Guidelines: The ABAC Policy includes a specific section on Gifts & Entertainment to guide directors, employees, and third parties on acceptable and unacceptable practices in offering or accepting gifts and hospitality.
- Training & Awareness: Regular communication campaigns and training sessions are conducted for internal stakeholders, vendors, distributors, and partners to promote the values and ethical standards outlined in the Code of Business Conduct.

As part of our continuous efforts to promote an ethical culture, the Company has conducted multiple awareness programs during the year.

The Whistleblower Policy and ABAC Policy are publicly accessible and can be found at:

<https://redingtongroup.com/wp-content/uploads/2023/05/Whistle-Blower-Policy-1.2.pdf>

For any ethical concerns or to report an incident, stakeholders may contact:

compliance@redingtongroup.com; whistleblower@redingtongroup.com | Region-specific Ethics Hotlines are listed in the Whistleblower Policy

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

Particulars	FY 2025	FY 2024
	(Current Financial Year)	(Previous Financial Year)
Directors		
KMPs	Nil	Nil
Employees		
Workers		

Note: Details pertain to Redington Limited

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

Particulars	FY 2025		FY 2024	
	(Current Financial Year)	(Previous Financial Year)	(Current Financial Year)	(Previous Financial Year)
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

Note: Details pertain to Redington Limited

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.

Nil

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Number of days of accounts payables	52	51

Note: Details pertain to Redington Limited

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:

Particulars	Metrics	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made from	442	455
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71%	71%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	49301	53520
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	11%	13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

LEADERSHIP INDICATORS

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

S. No.	Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes)
		Nil	

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

Yes, the Company has robust processes in place to identify, avoid, and manage potential conflicts of interest involving members of the Board and Senior Management. Each Director discloses their interest or concern in any company, firm, or other association of individuals, including shareholding, at the time of appointment and subsequently on an annual basis or upon any change. Directors also submit an annual declaration under the Company's Code of Conduct, which requires that Directors avoid any activity that could create a conflict of interest between the personal interest of the Director and the business interests of the Company, affirming their commitment to act in the best interests of the Company and avoid situations that may lead to a conflict of interest. Senior Management is also required to confirm annually that they have not entered into any material, financial, or commercial transactions that could potentially conflict with the interests of the Company. During Board meetings, Directors abstain from deliberation and voting on matters in which they are concerned or interested. To facilitate ongoing monitoring, the Corporate Secretarial team maintains a comprehensive database of the interests disclosed by the Directors and KMPs. This database is shared with the Finance department, which flags the relevant parties in the financial system to ensure effective tracking of any transactions involving them.

During the reporting period, no transactions were entered into that involved conflict of interest.

PRINCIPLE 2

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

ESSENTIAL INDICATORS

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

Type	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D			Not Applicable
Capex	7.95%	1.28%	Investments towards Energy Efficient Air Conditioning, Occupancy Sensor, Indoor Plants, Carpets, Sanitary Fixtures, ESMS Tool etc

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

A draft Supplier Code of Conduct has been developed and is currently undergoing final review. The document sets forth our expectations for ethical and responsible business conduct.

Upon finalization, the Code will be shared with all suppliers and embedded within our procurement framework to ensure alignment with our sustainability and governance commitments.

To advance responsible procurement practices, environmental considerations have been formally integrated into our sourcing guidelines. All associates are encouraged to incorporate these principles in purchasing actions for capital investments to support environmentally conscious operations.

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

Leading brands collectively accounting to 80%+ of our business have sustainable sourcing policies that align with Redington's sustainability objectives

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)

The Company complies with the Plastic Waste Management Rules and fulfills its EPR obligations through authorized recyclers for responsible collection and recycling of plastic packaging. The Company is also committed to sustainable waste management, with specific targets including:

- i. achieving 30% of packaging material from recycled or renewable sources across product lines, and
- ii. attaining Zero Waste to Landfill certification for all owned major facilities.

b. E-waste

The Company complies with the E-Waste Management Rules and meets its EPR obligations by partnering with CPCB certified e-waste recyclers for the collection, segregation, and environmentally sound disposal of end-of-life IT products. Inhouse generated e-waste is segregated at source and handed over to authorized vendors, ensuring traceability and regulatory compliance.

*CPCB – Central Pollution Control Board

c. Hazardous waste

The Company complies with the Battery Waste Management Rules, 2022 and meets its EPR obligations by engaging CPCB authorized battery waste recyclers for safe collection, storage, and disposal. In-house battery waste is segregated and managed through authorized recyclers, ensuring traceability and regulatory compliance.

*CPCB – Central Pollution Control Board

d. Other waste

General waste, including paper and cardboard, waste from office and warehouse operations, is segregated at source. and sent to recyclers/ agencies for environment friendly disposal.

The Company is committed to minimizing environmental impact and enhancing circularity in its supply chain and operational practices through continuous monitoring, training, and process improvements.

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 the Company's operations for E-Waste, Battery Waste and Plastic Waste.

The Company has submitted EPR plans to Central Pollution Control Boards in accordance with the applicable rules, including the Plastic Waste Management Rules, E-Waste Management Rules, and Battery Waste Management Rules.

The waste collection and management activities are being carried out in line with the approved EPR targets. Authorized recyclers ensure collection, recycling, and environmentally sound disposal. Compliance is monitored periodically, and traceability is maintained through documentation and reporting mechanisms.

LEADERSHIP INDICATORS

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

Redington Ltd. is engaged in distribution and does not undertake manufacturing or service activities. Hence, Life Cycle Assessments (LCA) are not applicable.

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.

Redington Ltd. is a distribution company and does not engage in manufacturing activities. Hence, assessment of social or environmental risks arising from production or disposal is not applicable

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).

Redington Ltd. is engaged in distribution and does not engage in manufacturing activities involving material inputs, Hence, the percentage of recycled or reused input material is not applicable.

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

Redington primarily operates as a distribution and supply chain solutions provider and does not manufacture products or own the product brands it distributes for local purchase, hence it's Not Applicable.

The end-of-life product responsibility typically resides with the original equipment manufacturers (OEMs) as per the Extended Producer Responsibility (EPR) norms. However, we do take responsibility under EPR norms for the products we import. We are compliant with applicable EPR regulations and facilitate end-of-life disposal through authorized recyclers.

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

Redington Limited, as a distribution company, has not engaged in the reclamation of products and packaging materials in our business operations, making the metric not applicable.

Principle 3

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% 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	3652	3652	100%	3652	100%	0	0%	3652	100%	1419	39%
Female	1128	1128	100%	1128	100%	1128	100%	0	0%	688	61%
Total	4780	4780	100%	4780	100%	1128	24%	3652	76%	2107	44%
Other than Permanent employees											
Male	267	265	99%	233	87%	0	0%	131	49%	0	0%
Female	34	32	94%	25	74%	25	74%	0	0%	0	0%
Total	301	297	99%	258	86%	25	8%	131	44%	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	6115	6112	100%	6112	100%	0	0%	0	0%	0	0%
Female	1167	1166	100%	1166	100%	0	0%	0	0%	0	0%
Total	7282	7278	100%	7278	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	368	91	25%	42	11%	0	0%	0	0%	0	0%
Female	61	24	39%	0	0%	34	56%	0	0%	0	0%
Total	429	115	27%	42	10%	34	8%	0	0%	0	0%

Quality parameters such as water, illumination, noise, ambient and indoor air quality are monitored by a NABL (National Accreditation Board for Testing and Calibration Laboratories) certified laboratory to ensure compliance with safety standards and promote overall well-being.

Note: ESI is included as part of India Operations

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

Category	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.03%	0.03%

Note: Details pertain to Redington Limited

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

S. No	Benefits	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
		No. of employees covered	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
		as a % of total employees			as a % of total employees		
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	100%	100%	Y	100%	100%	Y

Note: Details pertains to Redington Limited

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.

The Company has conducted a detailed survey/study of requirements for accessibility for differently abled people as part of our effort to develop a global design playbook for all our offices. Necessary guidelines & measures have been prescribed as part of our Global Workspace design playbook which is being implemented at all greenfield offices and other locations

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.

Equal opportunity is covered as part of our Code of Business Conduct & Ethics. <https://redingtongroup.com/wp-content/uploads/2024/05/Code-of-Business-Ethics-Redington-Group-v1.2.pdf>

The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	0%	0%
Female	100%	100%	0%	0%
Total	100%	100%	0%	0%

Note: Details pertain to Redington Limited

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Receipt of any concern through e-mail, letter, web helpline, hotline, etc. is registered and reviewed by the Compliance committee. For complaints which are within the purview of Redington's code and merit further investigation, an investigator either - internal or external is assigned. The investigator conducts investigation by gathering the data, validating, analysing and gives his observations and recommendations. The investigation report is further reviewed by the Compliance Committee and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by the Audit Committee and the Board.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

The Company recognizes the right to freedom of association and encourages associates to connect and discuss ideas and raise issues through readily available internal tools and platforms. Such internal tools and platforms are available for all employees to share their opinion, views, and ideas across all managerial levels and across the organisation. Presently, the Company does not have any employee association.

8. Details of training given to employees and workers:

Category	FY 2025 (Current Financial Year)				FY 2024 (Previous Financial Year)					
	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	3652	2442	67%	3561	98%	3675	2242	61%	3308	90%
Female	1128	726	64%	1085	96%	1113	701	63%	1024	92%
Total	4780	3168	66%	4646	97%	4788	2943	61%	4331	90%
Workers										
Male	6115	6108	100%	48	1%	4714	4714	100%	47	1%
Female	1167	1160	99%	11	1%	690	676	98%	7	1%
Total	7282	7268	100%	59	1%	5404	5390	100%	54	1%

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No.(B)	% B/A	Total (C)	No.(D)	% D/C
Employees						
Male	3652	3363	92%	3675	3308	90%
Female	1128	1052	93%	1113	1002	90%
Total	4780	4415	92%	4788	4310	90%
Workers						
Male	6115	17	0.2%	4714	5	0.1%
Female	1167	6	0.5%	690	2	0.3%
Total	7282	23	0.3%	5404	7	0.1%

10. Health and safety management system:

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

Yes. The Safety & Health Management system covers activities across all offices, Warehouses & service centres and supply chain partners. The Safety Management system covers all employees, contractors, visitors and relevant stakeholders.

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

Identification of work-related hazards are performed on routine and non-routine basis as part of our Hazard Identification & Risk Assessment("HIRA") Manual in accordance with provisions as per our Group Health & Safety Manual. Identification process involves:

1. Identification of workplaces, activities, or person related jobs where HIRA is required
2. Identification of steps involved & hazards associated with each step of an identified job
3. Evaluation & grading of risk without preventive measures

Regularly conduct risk assessments and workplace inspections and encourage employees to report near misses or unsafe conditions.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Workers are encouraged to report all incidences in the Incident reporting system basis which incidents are recorded, detailed investigations conducted and conclusions on process improvements made.

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

Yes, all Permanent employees are covered under Group Employee health insurance scheme and accident insurance

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

Safety Incident/Number	Category	FY 2025	FY 2024
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	1	1
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

Details pertain to PCS. Including the contract workforce.

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

At Redington, we endeavour to provide a conducive working environment. Strong control measures have been put in place to ensure employee health and safety. Emergency Contact Team is in place which is accessible in case of any emergency. Apart from that, the following facilities are also available:

- i) CCTV surveillance in key areas
- ii) Security at office premises
- iii) Fire extinguishers
- iv) Access to sanitisation facilities
- v) Safety mock drill on a periodic basis

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

Topic	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	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	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

Note: Details pertain to Redington Limited

14. Assessments for the year:

Topic	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0%
Working Conditions	0%

Note: Details pertain to Redington Limited

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.

No concerns raised

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

- a. **Employees (Y/N)**
Yes
- b. **Workers (Y/N)**
No

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

Our value chain partners are covered by our Code of Business Conduct, which includes provisions relating to compliance with statutory requirements. These provisions are also integrated into the terms of trade with our partners, ensuring they are aware of and adhere to legal obligations regarding statutory dues, including taxes, provident fund contributions, and other employee welfare payments. We actively engage with our partners and address any discrepancies promptly to ensure full compliance.

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

Topic	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
	Employees	0	0	0
Workers	1	0	0	0

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

No

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Currently, the assessment of value chain partners on health, safety, and working conditions has not been initiated. However, our value chain partners are covered by our Code of Business Conduct, which includes provisions related to safety and work environment. This ensures that our partners are aware of and adhere to our standards for maintaining a safe and compliant work environment.
Working Conditions	

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

Nil

PRINCIPLE 4

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

ESSENTIAL INDICATORS

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

The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

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

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees	no	Email, notice board, website, survey	Continuous	Employee engagement, wellbeing, training, DEI awareness, PMS, ESG materiality assessment
2	Shareholders/ Investors	no	Email/ Newspapers/ Website/ Investor presentations	Quarterly	Financial results/ performance/ AGM details / others
3	Lenders	no	Email and website, Meetings, Survey	Quarterly - meeting Continuous - email and website Survey - Annual	Business related discussions and ESG materiality assessment and engagement
4	Suppliers	no	Email and website, Meetings, Survey	Quarterly - meeting Continuous - email and website Survey - Annual	Business related discussions and ESG materiality assessment and engagement
5	Customers	no	Email and website, Meetings, Survey	Quarterly - meeting Continuous - email and website Survey - Annual Quarterly - meeting	Employee engagement, wellbeing, training, DEI awareness, PMS, ESG materiality assessment
6	Contractors	no	Email	Quarterly - meeting Continuous - email and website Survey - Annual	Nil
7	Community	no	Email and website, Survey (through NGO's)	Email & Website - Continuous Survey - Annual	Specific to our CSR projects, ESG materiality assessment, grievances (pertaining to this year is Nil)
8	Government	no	Email	Website - Continuous	<ul style="list-style-type: none"> • Compliance with regulations for smooth functioning of business operations • Licensing and permissions • Progressive policy development

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.

Redington believes that continuous and structured stakeholder engagement is fundamental to aligning expectations and fostering long-term trust. Material economic, environmental, and social matters are addressed through the Stakeholder Relationship Committee. Based on the issue type, the Board is kept informed through periodic reports and direct updates from senior management with ESG oversight.

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.

Stakeholder input plays a critical role in the identification and prioritization of material topics. Our policies and practices are shaped by continuous engagement with stakeholders, ensuring their concerns and expectations are meaningfully incorporated. To determine material topics, we employ a structured risk and responsibility matrix, which helps prioritize issues based on their relevance to our stakeholders and their potential impact on our business.

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

Not Applicable

PRINCIPLE 5

Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4780	2562	54%	4788	2298	48%
Other than permanent	301	214	71%	165	104	63%
Total Employees	5081	2776	55%	4953	2402	48%
Workers						
Permanent	7282	0	0%	5404	0	0%
Other than Permanent	429	0	0%	345	0	0%
Total Workers	7711	0	0%	5749	0	0%

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

Redington operates in over 40 countries and we are compliant with Minimum wage regulations in every country we operate.

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

Category	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	4752500	2	2555000	-	-
Key Managerial Personnel	4	23354931	-	-	-	-
Employees other than BoD and KMP	1419	972000	435	700000	-	-

Note : Details pertains to Redington Limited
 Mr. V S Hariharan is being paid remuneration from an overseas wholly owned subsidiary of the Company. Hence, the same is not considered here
 Mr. S V Krishnan is considered as KMP for 3.a

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

Category	FY 2025	FY 2024
	(Current Financial Year)	(Previous Financial Year)
Gross wages paid to females as % of total wages	17.6%	16.0%

Note: Details pertains to Redington Limited.

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 separate compliance team to address issues related to human rights.

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

Employees and Directors can make Protected Disclosure to Ombudsperson appointed by the Company. The company has processes in place to redress grievances received by officials other than ombudsman. We have also implemented a software tool called Amber, for employees in India to give feedback and raise their concerns. All such feedbacks are taken upon and acted by HR & respective CEO's office

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

	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	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	-	1	1	-
Discrimination at workplace	0	0	-	1	1	-
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	-

Note: Details pertain to Redington Limited

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

	FY 2025	FY 2024
	(Current Financial Year)	(Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0	0.09%
Complaints on POSH upheld	0	0

Note: Details pertain to Redington Limited

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

Our Whistleblower policy has a separate section on Protection against retaliation to prevent adverse consequences to the complainant including

- Keeping the identity of the complainant confidential to the extent permissible under applicable laws
- Complete protection to complainant against any unfair practice like retaliation, threat or intimidation of termination/ suspension of service, disciplinary action, transfer, demotion, refusal of promotion, discrimination, any type of harassment, biased behaviour or the like including any direct or indirect use of authority to obstruct the complainant's right to continue to perform his duties/functions including making further Protected Disclosure

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

Yes

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%

Note: Details pertain to Redington Limited

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 as a result of addressing human rights grievances/complaints.

The company has initiated a formal Human Rights Due Diligence (HRDD) process in alignment with global standards such as the UN Guiding Principles on Human Rights. A draft HRDD framework has been developed with support from external experts and is currently under internal review. It will be presented to senior management for approval shortly.

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

Refer point 1 above

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

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at Workplace	
Child Labour	Nil
Forced Labour/Involuntary Labour	
Wages	

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

Not Applicable

PRINCIPLE 6

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

ESSENTIAL INDICATORS

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

Parameter	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Value	Unit	Value	Unit
From renewable sources (Giga Joules)				
Total electricity consumption (A)	1221	GJ	503	GJ
- On-Site Solar	1221	GJ	503	GJ
- Grid power		Nil		
- Grid power (under "Green Tariff" program)		Nil		
Total fuel consumption (B)		Nil		
Energy consumption through other sources (C)		Nil		
Total energy consumed from renewable sources (A+B+C)	1221	GJ	503	GJ
From non-renewable sources (Giga Joules)				
Total electricity consumption (D)	29736	GJ	29997	GJ
- Wheeled power		Nil		
- Grid power	29736	GJ	29997	GJ
Total fuel consumption (E)	4269	GJ	5600	GJ
- Diesel	2215			
- Petrol	2039			
- LPG	15			
Energy consumption through other sources (F) -		Nil		
Total energy consumed from non-renewable sources (D+E+F)	34005	GJ	35597	GJ
Total energy consumed (A+B+C+D+E+F)	35226	GJ	36100	GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.04	GJ/Million ₹	0.04	GJ/Million ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.73	GJ/Million USD	0.82	GJ/Millon USD

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

No independent assessment/evaluation/assurance has been carried out by an external agency for the reporting period

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

No. The company does not have sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

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

Parameter	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Value	Unit	Value	Unit
Water withdrawal by source (in kilolitres)				
(i) Surface water	Nil	Kilolitres	Nil	Kilolitres
(ii) Groundwater	17451	Kilolitres	8555	Kilolitres
(iii) Third party water	13136	Kilolitres	23045	Kilolitres
(iv) Seawater / desalinated water	Nil	Kilolitres	Nil	Kilolitres
Others	Nil	Kilolitres	Nil	Kilolitres
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	30587	Kilolitres	31600	Kilolitres
Total volume of water consumption (in kilolitres)	30526	Kilolitres	31537	Kilolitres
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.03	KL/Million ₹	0.04	KL/Million ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.63	KL/Million USD	0.72	KL/Million USD

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

No independent assessment/evaluation/assurance has been carried out by an external agency for the reporting period

4. Provide the following details related to water discharged:

Parameter	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Value	Unit	Value	Unit
Water discharge by destination and level of treatment (in kilolitres)				
(i) To surface water	Nil		Nil	
- No treatment	Nil		Nil	
- With treatment	Nil		Nil	
(ii) To Groundwater	Nil		Nil	
- No treatment	Nil		Nil	
- With treatment	Nil		Nil	
(iii) To Seawater	Nil		Nil	
- No treatment	Nil		Nil	
- With treatment	Nil		Nil	
(iv) Sent to third-parties	Nil		Nil	
- No treatment	Nil		Nil	
- With treatment	Nil		Nil	
(v) Others	Nil		Nil	
- No treatment	Nil		Nil	
- With treatment	Nil		Nil	
Total water discharged (in kilolitres)	Nil		Nil	

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

No independent assessment/evaluation/assurance has been carried out by an external agency for the reporting period

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

The Company has not implemented a mechanism for Zero Liquid Discharge (ZLD)

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

Stack Emissions

Particulars	Units	FY 2025	FY 2024
		(Current Financial Year)	(Previous Financial Year)
Oxides of Nitrogen(NO _x)	g/kw-hr	0.29	0.31
Sulphur Dioxide(SO _x)	mg/Nm ³	11.50	12.00
Particulate Matter(PM)	g/kw-hr	0.04	0.03
Carbon Monoxide(CO)	g/kw-hr	0.10	0.11

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.

Air emission checks were conducted through an NABL-accredited laboratory, with comprehensive reports provided to ensure compliance and transparency

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

Parameter	Units	FY 2025	FY 2024
		(Current Financial Year)	(Previous Financial Year)
Total Scope 1 Emissions	tCO2e	299	395
Total Scope 2 Emissions	tCO2e	5302	5916
Total Scope 1 and Scope 2 Emissions	tCO2e	5601	6311
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e / Millon ₹	0.01	0.01
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO2e / Millon USD	0.12	0.14

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.

No independent assessment/evaluation/assurance has been carried out by an external agency for the reporting period

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

We have identified the following measures to reduce greenhouse gas emissions.

- Adoption of energy-efficient lighting (LEDs), air conditioning systems, and automation in offices
- Exploring renewable energy options, such as solar to reduce reliance on fossil fuels to contribute to a clean and sustainable energy system.
- Implemented a centralized ESG monitoring tool that tracks GHG emissions and other environmental metrics, supporting data-driven sustainability decisions.
- Incorporating green building practices in operations, such as using sustainable materials and water conservation measures
- Adopt LEED-compliant design for all new offices, emphasizing energy efficiency and environmental sustainability.
- Transition to cloud-based technologies to reduce energy consumption and carbon emissions associated with data storage and processing

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

a. Total Waste generated

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste	12.64	6.17
E-waste	1.79	9.9
Biomedical waste	Nil	Nil
Construction and demolition waste	Nil	1.3
Battery waste	Nil	Nil
Radioactive waste	Nil	Nil
Other Hazardous waste (in kilolitres)		
Used Oil	0.32	0.19
Other Non-hazardous waste (in metric tonnes)		
Food Waste	0.96	0.0089
Scrap (Mix up)	Nil	Nil
Paper Waste	224.39	131.34
Cardboard Waste	106.56	
Wooden Pallet (Used/Broken)	238.91	148.76
Plastic Pallet (Used/Broken)	Nil	
Total Waste Generated	585.57	297.66
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) MT/Million ₹	0.0006	0.0003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) MT / Million USD	0.01	0.01

Note - Extended Producer responsibility (EPR) E-Waste and Battery waste is excluded

b. For each category of waste generated, total waste recovered through recycling, re-using, incineration, landfilling, other recovery operations or other disposal operations (in metric tonnes)

Total Waste

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Category of waste: Total Waste		
Recycled	583.34	294.45
Re-used	0	0
Incineration	0	0
Landfilling	0	0
Other recovery operations (Composting)	0	0
Other disposal operations	2.23	3.21
Total	585.57	297.66

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

No independent assessment/evaluation/assurance has been carried out by an external agency for the reporting period

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

- Waste is segregated at the source into hazardous and non-hazardous categories to ensure proper handling and disposal.
- We collaborate with authorized vendors for the safe disposal and recycling of e-waste and hazardous materials.
- Hazardous waste is stored and labelled safely in designated containment areas to prevent any environmental or health risks.
- A centralized ESG monitoring tool has been implemented to track waste and other environmental metrics, facilitating data-driven sustainability decisions.
- The company complies fully with Extended Producer Responsibility (EPR) regulations concerning e-waste, battery waste, and plastic waste.
- EPR obligations for FY 2024-25 have been fulfilled for E-waste and Plastic. As Battery Waste compliance was initiated in FY 2023-24, fulfillment for the previous years—FY 2022-23 and FY 2023-24—was mandatory and has been completed. Target revision for Battery EPR for FY 2024-25 is currently awaited.
- In-house generated e-waste is accumulated at a centralized collection center and subsequently sent to authorized recyclers for processing.
- Certificates and documentation verifying the details of e-waste recycled and disposed of are obtained from authorized recyclers to ensure transparency and compliance.
- E-waste generated from operations in the Middle East and Africa is recycled through authorized e-recycling vendors registered with and used by our business division, Ensure Services.
- Operations in Turkey, conducted through our group company Arena, have achieved Zero Waste certification. All waste generated by Arena is recycled, with no waste directed to landfill.
- Our 3D printing division generates minimal chemical waste, which is disposed of responsibly and in full compliance with applicable regulations.

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:

Nil

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

Not Applicable

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

Yes, the company is fully compliant with all applicable environmental laws, regulations, and guidelines in India and there were no instances of non-compliance reported during the reporting period.

General Note - The reporting scope has been expanded to cover 100% of our consolidated operations. Consequently, FY 2023-24 figures have been restated to ensure comparability with FY 2024-25.

LEADERSHIP INDICATORS

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

Particulars	Units	FY 2025 (Current Financial Year)
Total Scope 3 Emissions	tCO2e	7757
Business Travel (Category 6)	tCO2e	2882
Employee Commute (Category 7)	tCO2e	1277
Downstream transportation and distribution (Category 9)	tCO2e	3598
Total Scope 3 emissions per rupee of turnover	tCO2e / Million INR	0.01

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

No independent assessment/evaluation/assurance has been carried out by an external agency for the reporting period

PRINCIPLE 7

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

ESSENTIAL INDICATORS

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

4

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

S. No	Name of the trade and industry chambers associations	Reach of trade and industry chambers/ associations (State/National)
1	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	
2	Technology Distribution Association of India (TDAI)	National
3	Madras Chamber of Commerce and Industry (MCCI)	
4	Global Technology Distribution Council (GTDC)	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

There are no allegations of anti-competitive behavior against Redington Group. The Company's Code of Conduct outlines clear expectations for employees and stakeholders to:

- (a) Avoid actions that violate competition laws applicable in the markets where Redington operates.
- (b) Refrain from any agreements or practices with competitors that may restrict competition, including price-fixing or market allocation.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
1	Advocacy for skill development in the logistics sector through technology (Industry 4.0)	Through partnership & initiatives with Logistics Skill Council - a Sec 8 company set up by Ministry of Skill Development and Entrepreneurship (MSDE) through National Skill Development Corporation of India (NSDC) to provide Logistics sector specific training to unemployed youth	Yes	Nil	https://lsc-india.com/colte/
2	Promotion of Circular Economy guidelines	Through industry bodies	Yes	As needed	-
3	Inclusive scholarship for marginalized students	Through a partnership with Vidyasaarathi, a scholarship platform by Protean eGov Technologies Limited (formerly NSDL e-Governance Infrastructure Limited), marginalized students can apply for various scholarships to support their education.	Yes	Yes	https://www.vidyasaarathi.co.in/Vidyasaarathi/scholarship
4	Empowering communities for equitable cities.	Partnering with Dhan Foundation and Vizag Government, the project revitalizes Visakhapatnam's ecosystem through SDG-aligned, multi-dimensional urban interventions.	No	No	-

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

S. No	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
1	Augumenting Water at Kurunji Ecosystem for improved wellbeing of Tribal in Kalavarayan and Jawadhu Hills	NA	-	Yes	Yes	https://redingtongroup.com/wp-content/uploads/2025/05/PWCALLP_Redington-Limited_Final-Impact-Assessment-Report-16052025.pdf
2	Integrated Water & Sanitation Project in School & Communities of Uluberia, Faridabad and Barpeta	NA	-	Yes	Yes	
3	Bridging the Functional Learning Numeracy and Digital Literacy Gap with Tablet Enabled Learning	NA	-	Yes	Yes	
4	IT Training & Laptop support	NA	-	Yes	Yes	
5	Shayog Scholarship Programme	NA	-	Yes	Yes	
6	Mobile Health Unit	NA	-	Yes	Yes	
7	Equipment support for Museum of Art & Photography	NA	-	Yes	Yes	

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

No projects involving ongoing Rehabilitation and Resettlement (R&R) were undertaken by the company during the reporting period.

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

The company provides a dedicated portal on its website (<https://redingtongroup.com/contact-us/>) where community members can submit grievances. These are promptly logged, reviewed, and addressed by the relevant teams to ensure timely and transparent resolution.

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

The company is engaged in the distribution business; it is not involved in production/manufacturing activities and hence there are no input materials involved.

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

Location	FY 2025	FY 2024
	(Current Financial Year)	(Previous Financial Year)
Rural	0%	0%
Semi-urban	0%	0%
Urban	28%	25%
Metropolitan	72%	75%

Note: Details pertains to Redington Limited

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

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):

No negative social impacts were identified in the Social Impact Assessments during the reporting period.

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 ₹)
1	Assam	Barpeta	1,72,45,009
2	Andhra Pradesh	Visakhapatnam	1,13,25,600
3	Tamil Nadu	Ramnad	63,03,177
4	Tamil Nadu	Virudhu Nagar	28,67,115
5	Karnataka	Raichur	4,22,625

Note: Details pertain to Redington Limited

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

The company does not have a procurement policy specifically targeting suppliers from marginalized or vulnerable groups. However, we follow a fair and transparent vendor selection process, as outlined in our existing Procurement Policy, which is based on quality, cost, and reliability—ensuring equal opportunity for all suppliers.

b. From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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

Our intellectual property primarily revolves around our trade names, such as Redington, Proconnect and Redserv. These trademarks contribute significantly to our brand identity and market visibility, delivering tangible business value. We actively safeguard our intellectual property by opposing any attempts that may dilute or infringe upon it

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Redington Limited			
1	Skill Development Programme focused on Logistic Sector (Supply Chain Management)	3324	100%
2	Skill Development Programme focused on Solar Energy Sector job roles	462	100%
3	Skill Development Programme focused on Emerging Technology	970	100%
4	WASH - Programme	18311	100%
5	Tech Wheels Initiative	8917	100%
6	AWAKE*	19800	100%
7	VIZAG**	5475	100%
8	SKILL***	3372	100%
9	Integrated drinking water & water resource management	4347	100%

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
10	Quality water driven communities	1700	100%
11	Mobile Health Units	21408	100%
Proconnect Supply Solutions Limited			
12	Mobile Health Unit - Karnataka	24952	100%
Redserv Global Solutions Limited			
13	IT/ITS Training	60	100%

*AWAKE - Augmenting Water in Kurinji Ecosystem ** VIZAG - Vitalising Communities Zealous Action for generous Ecosystem of urban *** Sustainable Kani Intervention for Livelihood & Linkages

PRINCIPLE 9

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

ESSENTIAL INDICATORS

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

Redington has established structured mechanisms to effectively receive and address consumer complaints and feedback, in line with its commitment to service excellence. Customers can submit queries or concerns through a dedicated page on our website (<https://redingtongroup.com/contact-us/>)

Business customers are further supported through direct channels such as account managers and regional heads, ensuring timely escalation and resolution of issues. All feedbacks are systematically tracked, reviewed, and acted upon to drive continuous improvement and enhance customer satisfaction.

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

Redington's vendors disclose all legally required product information on labels, with details available on their respective websites.

Topic	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:

Parameter	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	2	2	Under Litigation	0	0	Nil
Other	0	0	Nil	0	0	Nil

Note: Details pertain to Redington Limited

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

Not applicable as the company is only engaged in distribution of products and product recall requests are generally handled by the vendors themselves.

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

Yes, attached are the links to our Data Privacy and Cybersecurity Policies.

https://redingtongroup.com/wp-content/uploads/2025/06/Redington_IND_-Data-privacy-Policy_V1.0.pdf

https://redingtongroup.com/wp-content/uploads/2025/06/Redington_IND_Information-Security-Policy-V1.2.pdf

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

No such instances have been reported during the reporting period

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Not applicable, as no data breaches occurred during the reporting period.

c. Impact, if any, of the data breaches

Not applicable, as no data breaches occurred during the reporting period.

LEADERSHIP INDICATORS

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

All the information relating to the products and services of Redington can be assessed at Solutions – Redington (redingtongroup.com). Services – Redington (redingtongroup.com)

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

All products distributed are accompanied by comprehensive product manuals, which provide essential information on safe and responsible usage, environmental compliance, and product disposal. The manuals include clear instructions on proper setup, handling, and operation to prevent misuse, as well as guidelines for energy-efficient use and adherence to applicable regulations. They also emphasize responsible disposal and recycling, including e-waste management, in line with local laws. Additionally, safety warnings and precautions are highlighted to protect users during product use.

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

Business continuity planning and disaster recovery plans, along with regular testing protocols, are in place to ensure effective communication with consumers in the event of service disruptions.

4 (a) 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.

Redington Limited operates as an IT distribution company and does not manufacture or label products. Hence, the requirement to display product information is not applicable

4 (b) Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The company conducted a Group-wide NPS survey in the FY'2024 to evaluate customer satisfaction across its products, channels, and entities. The results were systematically analysed, and appropriate actions and interventions were planned to enhance overall customer experience. The survey recorded an NPS score of 62 out of 100.