

August 7, 2025

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001

National Stock Exchange of India Limited

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

Scrip Code: **500325**

Trading Symbol: **RELIANCE**

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25

The **Business Responsibility and Sustainability Report** of the Company for the financial year 2024-25, is attached.

The said Report is also available on the Company's website at <https://www.ril.com/reports/BRSR202425.pdf>

This is for information and records.

Thanking you

Yours faithfully,

For Reliance Industries Limited

Savithri Parekh
Company Secretary and
Compliance Officer

Encl: as above

Copy to:

Luxembourg Stock Exchange

35A Boulevard Joseph II,
L-1840 Luxembourg

Singapore Exchange Limited

4 Shenton Way, #02-01 SGX Centre 2,
Singapore 068807



Realising Aspirations

Business Responsibility and Sustainability Report
2024-25

Shaping a Progressive Future for India

At Reliance Industries Limited (RIL), every decision is strategically aligned with the overarching mission of advancing India towards the vision of Viksit Bharat. This commitment is firmly anchored in the organisation's belief of doing business while creating wealth for India and enhancing the

quality of life for every Indian. RIL's approach reflects a deep sense of responsibility, ensuring that its actions contribute meaningfully to the nation's progress and energy security while upholding the highest standards of integrity and purpose.

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

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

Reporting Suite 2024-25



Integrated Annual Report
[Click here](#)



Corporate Social Responsibility Report
[Click here](#)

Legend

All BRSR Core indicators are marked using



All indicators that are assured are marked using



All additional information for ease of understanding is indicated using



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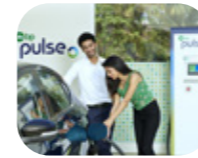
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Principle 1

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

→ PG 30



Principle 2

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

→ PG 36



Principle 3

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

→ PG 42



Principle 4

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

→ PG 52



Principle 5

Businesses should respect and promote human rights

→ PG 58



Principle 6

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

→ PG 64



Principle 7

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

→ PG 76



Principle 8

Businesses should promote inclusive growth and equitable development

→ PG 80



Principle 9

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

→ PG 86

Independent Assurance Statement

→ PG 92

A

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



RIL's Approach

Maximising Shared Value

RIL focuses on delivering maximum value to its stakeholders through a strategic commitment to long-term growth, integrating economic, environmental and social considerations into its business strategy. The Company identifies key issues relevant to stakeholders, ensuring alignment with their evolving needs and expectations and takes consistent actions to address them, driving sustainable value creation.



An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

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

<IR> Framework



Human Capital
Financial Capital
Risk Management

Stakeholders

Customers, Employees, Shareholders, Communities, Suppliers

Sustainable Development Goals



I. DETAILS OF THE LISTED ENTITY

- | | | |
|--|---|--|
| <p>1. Corporate Identity Number (CIN) of the Listed Entity
L17110MH1973PLC019786</p> <p>2. Name of the Listed Entity
Reliance Industries Limited</p> <p>3. Year of incorporation
1973</p> <p>4. Registered office address
3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400 021.</p> <p>5. Corporate address
3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400 021.</p> <p>6. E-mail
investor.relations@ril.com</p> <p>7. Telephone
022 3555 5000</p> | <p>8. Website
www.ril.com</p> <p>9. Financial year for which reporting is being done
FY 2024-25</p> <p>10. Name of the Stock Exchange(s) where shares are listed
BSE Limited, National Stock Exchange of India Limited</p> <p>11. Paid-up Capital
₹ 13,532 crore</p> <p>12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
Mr. Raj Mullick
Telephone: 022 3555 5000
Email address: investor.relations@ril.com</p> | <p>13. Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)
Reliance Industries Limited – Standalone.

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

For coverage of plant locations, refer Corporate Governance Report (page 60 of Integrated Annual Report FY 2024-25).</p> <p>14. Name of assurance provider
Deloitte Haskins & Sells LLP</p> <p>15. Type of assurance obtained
Reasonable Assurance</p> |
|--|---|--|

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% turnover of the entity
1	Oil to chemicals (Products)	The O2C business offers a broad portfolio spanning fuels (including transport fuels and petrochemical feedstocks, among others), polymers, polyesters and elastomers	92.04%
2	Oil & Gas – Exploration & Production (Products)	The E&P business is engaged in activities of exploration, development and production of hydrocarbons in India	4.51%



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	Production of liquid and gaseous fuels, illuminating oils, lubricating oils or greases or other products from crude petroleum or bituminous minerals	19201	65.02%
2	Manufacture of plastic in primary forms (includes amino-resins, polyurethanes, etc.)	20131	13.74%
3	Manufacture of synthetic aromatic products	20118	8.04%
4	Offshore extraction of natural gas	06201	3.70%
5	Manufacture of synthetic or artificial filament yarn, tenacity yarn, whether or not textured, including high-tenacity yarn	20303	2.51%
6	Manufacture of synthetic or artificial filament staple fibre not textured	20302	1.64%
7	Manufacture of synthetic rubber in primary forms	20132	0.95%
8	Offshore extraction of petroleum	06101	0.60%
9	Onshore extraction of natural gas	06202	0.16%
10	Wholesale of plastic material in primary form	46693	0.08%
11	Manufacture of basic chemical elements	20116	0.07%
12	Manufacture of other plastics products n.e.c.	22209	0.03%
Total			96.54%

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	15	62	77
International	0	2	2

19. Markets served by the entity:

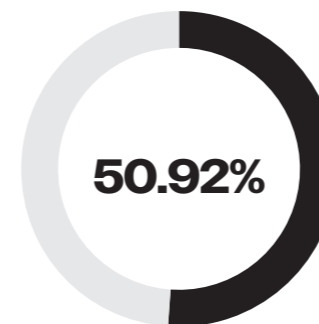
a. Number of locations

Location	Number
National (No. of states)	35
International (No. of countries)	108

Note: National includes number of States and Union Territories served in FY 2024-25.

International includes number of countries RIL exported to in FY 2024-25.

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



c. A brief on types of customers

Oil to Chemicals (O2C):

- | | | |
|---|--|-----------------------------|
| 1. Domestic oil marketing companies (OMCs) including public sector (PSU) oil companies | 6. Polymer processors producing packaging, automobile parts, furniture, pipes & fittings, profiles | 12. Industrial applications |
| 2. International oil companies | 7. Medical applications | 13. Yarn manufacturers |
| 3. National Oil Companies (NOCs) | 8. Tyre manufacturers | 14. Detergent manufacturers |
| 4. Oil majors | 9. Pharmaceuticals | 15. Textile manufacturers |
| 5. Oil trading companies as well as other oil marketing companies from oil products importing countries | 10. Agro-chemical manufacturers | 16. Upholstery |
| | 11. Paint manufacturers | |

Exploration and Production (E&P):

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



IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	33,802	31,608	94	2,194	6
2.	Other than Permanent (E)	5,356	5,188	97	168	3
3.	Total employees (D + E)	39,158	36,796	94	2,362	6

b. Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (F)	3,545	3,493	99	52	1
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total workers (F + G)	3,545	3,493	99	52	1

c. Differently abled employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	12	12	100	0	0
2.	Other than Permanent (E)	1	1	100	0	0
3.	Total differently abled employees (D + E)	13	13	100	0	0

d. Differently abled Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (F)	24	22	92	2	8
2.	Other than permanent (G)	0	0	0	0	0
3.	Total differently abled workers (F + G)	24	22	92	2	8

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

21. Participation/inclusion/representation of women

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

*Does not include Directors designated as KMPs

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12	18	12	12	19	13	10	20	11
Permanent Workers	11	25	12	9	21	9	8.7	12	8.8

All indicators that are assured.

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

Holding/ Subsidiary/ Associate/
Joint Venture
S Subsidiary
A Associate
JV Joint Venture

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	7-India Convenience Retail Limited	S	100	The BRSR is for RIL Standalone entity.
2	Aaidea Solutions Limited	S	98.82	
3	Accops Systems FZ-LLC	S	100	
4	Accops Systems Private Limited	S	80.81	
5	Actoserba Active Wholesale Limited	S	86.15	
6	Addverb Technologies B.V.	S	100	
7	Addverb Technologies Limited	S	58.21	
8	Addverb Technologies Pte. Ltd.	S	100	
9	Addverb Technologies Pty Limited	S	100	
10	Addverb Technologies USA Inc.	S	100	
11	Amante Exports (Private) Limited	S	100	
12	Amante India Limited	S	100	
13	Amante Lanka (Private) Limited	S	100	
14	Asteria Aerospace Limited	S	74.57	
15	Bismi Connect Limited	S	100	
16	Bismi Hypermart Limited	S	100	
17	CAA Brands Reliance Private Limited	S	100	
18	Catwalk Worldwide Limited	S	85.03	
19	Columbus Centre Corporation (Cayman)	S	100	
20	Columbus Centre Holding Company LLC	S	100	
21	Cover Story Clothing Limited	S	100	
22	Cover Story Clothing UK Limited	S	100	
23	Crystalline Silica and Mining Limited	S	100	
24	C-Square Info-Solutions Limited	S	89.45	
25	Dadha Pharma Distribution Limited	S	100	
26	Digital18 Media Private Limited	S	100	
27	Dronagiri Bokadvira East Infra Limited	S	100	
28	Dronagiri Bokadvira North Infra Limited	S	100	
29	Dronagiri Bokadvira South Infra Limited	S	100	
30	Dronagiri Bokadvira West Infra Limited	S	100	
31	Dronagiri Dongri East Infra Limited	S	100	
32	Dronagiri Dongri North Infra Limited	S	100	
33	Dronagiri Dongri South Infra Limited	S	100	
34	Dronagiri Dongri West Infra Limited	S	100	
35	Dronagiri Funde East Infra Limited	S	100	
36	Dronagiri Funde North Infra Limited	S	100	
37	Dronagiri Funde South Infra Limited	S	100	
38	Dronagiri Funde West Infra Limited	S	100	
39	Dronagiri Navghar East Infra Limited	S	100	
40	Dronagiri Navghar North First Infra Limited	S	100	
41	Dronagiri Navghar North Infra Limited	S	100	
42	Dronagiri Navghar North Second Infra Limited	S	100	
43	Dronagiri Navghar South First Infra Limited	S	100	
44	Dronagiri Navghar South Infra Limited	S	100	
45	Dronagiri Navghar South Second Infra Limited	S	100	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
46	Dronagiri Navghar West Infra Limited	S	100	The BRSR is for RIL Standalone entity.
47	Dronagiri Pagote East Infra Limited	S	100	
48	Dronagiri Pagote North First Infra Limited	S	100	
49	Dronagiri Pagote North Infra Limited	S	100	
50	Dronagiri Pagote North Second Infra Limited	S	100	
51	Dronagiri Pagote South First Infra Limited	S	100	
52	Dronagiri Pagote South Infra Limited	S	100	
53	Dronagiri Pagote West Infra Limited	S	100	
54	Dronagiri Panje East Infra Limited	S	100	
55	Dronagiri Panje North Infra Limited	S	100	
56	Dronagiri Panje South Infra Limited	S	100	
57	Dronagiri Panje West Infra Limited	S	100	
58	Enercent Technologies Private Limited	S	59.18	
59	Eternalia Media Private Limited	S	51.03	
60	Ethane Coral LLC	S	100	
61	Ethane Diamond LLC	S	100	
62	Ethane Jade LLC	S	100	
63	Faradion Limited	S	100	
64	Faradion UG	S	100	
65	Foodhall Franchises Limited	S	100	
66	Football Sports Development Limited	S	100	
67	Future Lifestyles Franchisee Limited	S	100	
68	Genesis Colors Limited	S	99.99	
69	Genesis La Mode Private Limited	S	100	
70	GLB Body Care Private Limited	S	100	
71	GLF Lifestyle Brands Private Limited	S	100	
72	Global Asianet Limited	S	100	
73	GML India Fashion Private Limited	S	100	
74	Grab A Grub Services Limited	S	82.41	
75	Hamleys (Franchising) Limited	S	100	
76	Hamleys Asia Limited	S	100	
77	Hamleys of London Limited	S	100	
78	ICD Columbus Centre Hotel LLC	S	74.87	
79	India Mumbai Indians (Pty) Ltd	S	100	
80	IndiaCast Media Distribution Private Limited	S	100	
81	IndiaCast UK Ltd	S	100	
82	IndiaCast US Ltd	S	100	
83	Individual Learning Limited	S	94.64	
84	Indiawin Sports Middle East Limited	S	100	
85	Indiawin Sports Private Limited	S	100	
86	Indiawin Sports USA Inc.	S	100	
87	Intimi India Limited	S	100	
88	IPCO Holdings LLP	S	76.00	
89	IW Columbus Centre LLC	S	100	
90	Jaisuryas Retail Ventures Limited	S	100	

SECTION A: GENERAL DISCLOSURES

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
91	Jio Estonia OÜ	S	100	The BRSR is for RIL Standalone entity.
92	Jio Haptik Technologies Limited	S	100	
93	Jio Infrastructure Management Services Limited	S	100	
94	Jio Limited	S	100	
95	Jio Media Limited	S	100	
96	Jio Platforms Limited	S	66.43	
97	Jio Satellite Communications Limited	S	100	
98	Jio Things Limited	S	100	
99	Just Dial Limited	S	63.84	
100	JVCO 2024 Limited	S	51.00	
101	Kalamboli East Infra Limited	S	100	
102	Kalamboli North First Infra Limited	S	100	
103	Kalamboli North Infra Limited	S	100	
104	Kalamboli North Second Infra Limited	S	100	
105	Kalamboli North Third Infra Limited	S	100	
106	Kalamboli South First Infra Limited	S	100	
107	Kalamboli South Infra Limited	S	100	
108	Kalamboli West Infra Limited	S	100	
109	Kalanikethan Fashions Limited	S	100	
110	Kalanikethan Silks Limited	S	100	
111	Karkinos Healthcare North East Private Limited	S	100	
112	Karkinos Healthcare Private Limited	S	100	
113	Kutch New Energy Projects Limited	S	100	
114	Lakadia B Power Transmission Limited	S	100	
115	Lithium Werks China Manufacturing Co., Ltd.	S	100	
116	Lithium Werks Technology B.V.	S	100	
117	Lotus Chocolate Company Limited	S	51.00	
118	Mashal Sports Private Limited	S	74.00	
119	Mayuri Kumkum Limited	S	51.00	
120	Mesindus Ventures Limited	S	83.33	
121	Metro Cash and Carry India Limited (Formerly known as Metro Cash and Carry India Private Limited)	S	100	
122	Mimosa Networks Bilişim Teknolojileri Limited Şirketi	S	100	
123	Mimosa Networks, Inc.	S	100	
124	Mindex 1 Limited	S	100	
125	Model Economic Township Limited	S	100	
126	MSKVY Nineteenth Solar SPV Limited	S	100	
127	MSKVY Twenty Second Solar SPV Limited	S	100	
128	Nauyaan Shipyard Private Limited	S	74.00	
129	Nauyaan Tradings Private Limited	S	100	
130	Navi Mumbai IIA Private Limited	S	74.00	
131	Netmeds Healthcare Limited	S	100	
132	New Emerging World of Journalism Limited	S	75.00	
133	New Star Middle East FZ-LLC	S	100	
134	New York Hotel, LLC	S	100	
135	NextGen Fast Fashion Limited	S	100	
136	Nilgiris Stores Limited	S	100	
137	NowFloats Technologies Limited	S	88.33	
138	Purple Panda Fashions Limited	S	91.06	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
139	Radisys B.V.	S	100	The BRSR is for RIL Standalone entity.
140	Radisys Canada Inc.	S	100	
141	Radisys Cayman Limited	S	100	
142	Radisys Conveda (Ireland) Limited	S	100	
143	Radisys Corporation	S	100	
144	Radisys GmbH	S	100	
145	Radisys India Limited	S	100	
146	Radisys International LLC	S	100	
147	Radisys International Singapore Pte. Ltd.	S	100	
148	Radisys Spain S.L.U.	S	100	
149	Radisys Systems Equipment Trading (Shanghai) Co. Ltd.	S	100	
150	Radisys Technologies (Shenzhen) Co., Ltd.	S	100	
151	Radisys UK Limited	S	100	
152	RBML Solutions India Limited	S	100	
153	REC Americas LLC	S	100	
154	REC ScanModule Sweden AB	S	100	
155	REC Solar (Japan) Co., Ltd.	S	100	
156	REC Solar EMEA GmbH	S	100	
157	REC Solar Holdings AS	S	100	
158	REC Solar Pte. Ltd.	S	100	
159	REC Sustainable Energy Solutions Pte. Ltd.	S	100	
160	REC Systems (Thailand) Co., Ltd.	S	99.99	
161	REC Trading (Shanghai) Co., Ltd.	S	100	
162	REC US Holdings, Inc.	S	100	
163	Recron (Malaysia) Sdn. Bhd.	S	100	
164	Reliance 4IR Realty Development Limited	S	100	
165	Reliance A&T Fashions Private Limited	S	76.00	
166	Reliance Abu Sandeep Private Limited	S	51.00	
167	Reliance AK-OK Fashions Limited	S	60.00	
168	Reliance Ambit Trade Private Limited	S	100	
169	Reliance Beauty & Personal Care Limited	S	100	
170	Reliance Bhutan Limited	S	100	
171	Reliance Bio Energy Limited	S	100	
172	Reliance BP Mobility Limited	S	51.00	
173	Reliance Brands Eyewear Private Limited	S	100	
174	Reliance Brands Holding UK Limited	S	100	
175	Reliance Brands Limited	S	80.82	
176	Reliance Brands Luxury Fashion Private Limited	S	100	
177	Reliance Carbon Fibre Cylinder Limited	S	100	
178	Reliance Chemicals and Materials Limited	S	100	
179	Reliance Clothing India Limited	S	100	
180	Reliance Commercial Dealers Limited	S	100	
181	Reliance Comtrade Private Limited	S	100	
182	Reliance Consumer Products Limited	S	100	
183	Reliance Content Distribution Limited	S	100	
184	Reliance Corporate IT Park Limited	S	100	
185	Reliance Cosmetics Retail Private Limited (Formerly known as KIKO Cosmetics Retail Private Limited)	S	100	
186	Reliance Digital Health Limited	S	100	

SECTION A: GENERAL DISCLOSURES

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
187	Reliance Digital Health USA Inc.	S	100	The BRSR is for RIL Standalone entity.
188	Reliance Electrolyser Manufacturing Limited	S	100	
189	Reliance Eminent Trading & Commercial Private Limited	S	100	
190	Reliance Ethane Holding Pte. Ltd.	S	100	
191	Reliance Ethane Pipeline Limited	S	100	
192	Reliance Exploration & Production DMCC	S	100	
193	Reliance Finance and Investments USA LLC	S	100	
194	Reliance GAS Lifestyle India Private Limited	S	51.00	
195	Reliance Gas Pipelines Limited	S	100	
196	Reliance Global Energy Services (Singapore) Pte. Ltd.	S	100	
197	Reliance Global Energy Services Limited	S	100	
198	Reliance Global Project Services Pte. Ltd.	S	100	
199	Reliance Green Hydrogen and Green Chemicals Limited	S	100	
200	Reliance Hydrogen Electrolysis Limited	S	100	
201	Reliance Hydrogen Fuel Cell Limited	S	100	
202	Reliance Industries (Middle East) DMCC	S	100	
203	Reliance International Limited	S	100	
204	Reliance Jio Global Resources, LLC	S	100	
205	Reliance Jio Infocomm Limited	S	100	
206	Reliance Jio Infocomm Pte. Ltd.	S	100	
207	Reliance Jio Infocomm UK Limited	S	100	
208	Reliance Jio Infocomm USA, Inc.	S	100	
209	Reliance Lifestyle Products Private Limited	S	100	
210	Reliance Lithium Werks B.V.	S	100	
211	Reliance Lithium Werks USA LLC	S	100	
212	Reliance Luxe Beauty Limited	S	100	
213	Reliance Mappedu Multi Modal Logistics Park Limited	S	@	
214	Reliance Marcellus LLC	S	100	
215	Reliance NeuComm LLC	S	100	
216	Reliance New Energy Battery Limited	S	100	
217	Reliance New Energy Battery Storage Limited	S	100	
218	Reliance New Energy Carbon Fibre Cylinder Limited	S	100	
219	Reliance New Energy Hydrogen Electrolysis Limited	S	100	
220	Reliance New Energy Hydrogen Fuel Cell Limited	S	100	
221	Reliance New Energy Limited	S	100	
222	Reliance New Energy Power Electronics Limited	S	100	
223	Reliance New Energy Storage Limited	S	100	
224	Reliance New Power Electronics Limited	S	100	
225	Reliance New Solar Energy Limited	S	100	
226	Reliance Petro Marketing Limited	S	100	
227	Reliance Petro Materials Limited	S	100	
228	Reliance Polyester Limited	S	100	
229	Reliance Power Electronics Limited	S	100	
230	Reliance Progressive Traders Private Limited	S	100	
231	Reliance Projects & Property Management Services Limited	S	100	
232	Reliance Prolific Commercial Private Limited	S	100	
233	Reliance Prolific Traders Private Limited	S	100	
234	Reliance Rahul Mishra Fashion Private Limited	S	51.00	
235	Reliance Retail and Fashion Lifestyle Limited	S	100	
236	Reliance Retail Limited	S	100	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
237	Reliance Retail Ventures Limited	S	83.56	The BRSR is for RIL Standalone entity.
238	Reliance Ritu Kumar Private Limited	S	52.21	
239	Reliance Sibur Elastomers Private Limited	S	74.90	
240	Reliance Sideways Private Limited	S	100	
241	Reliance SOU Limited	S	100	
242	Reliance Strategic Business Ventures Limited	S	100	
243	Reliance Syngas Limited	S	100	
244	Reliance TerraTech Holdings LLC	S	100	
245	Reliance Universal Traders Private Limited	S	100	
246	Reliance Vantage Retail Limited	S	100	
247	Reliance Ventures Limited	S	100	
248	Reliance-GrandOptical Private Limited	S	100	
249	Reverie Language Technologies Limited	S	84.56	
250	RIL USA, Inc.	S	100	
251	RISE Worldwide Limited	S	100	
252	Ritu Kumar ME (FZE)	S	100	
253	Roptonal Limited	S	100	
254	RP Chemicals (Malaysia) Sdn. Bhd.	S	100	
255	Saavn Media Limited	S	88.15	
256	SankhyaSutra Labs Limited	S	85.62	
257	Sensehawk India Private Limited	S	100	
258	Sensehawk MEA Limited	S	100	
259	SenseHawk, Inc.	S	79.40	
260	Shopsense Retail Technologies Limited	S	86.69	
261	Shri Kannan Departmental Store Limited	S	100	
262	Skymet Weather Services Private Limited	S	76.57	
263	skyTran Inc.	S	73.17	
264	Star Advertising Sales Limited	S	100	
265	Star India Private Limited	S	63.16	
266	Star Television Productions Limited	S	63.16	
267	Stoke Park Limited	S	100	
268	Strand Life Sciences Private Limited	S	92.96	
269	Studio 18 Media Private Limited (Formerly known as Viacom 18 Media Private Limited)	S	83.88	
270	Surajya Services Limited	S	75.77	
271	Surela Investment and Trading Limited	S	100	
272	Tesseract Imaging Limited	S	92.41	
273	The Indian Film Combine Private Limited	S	83.17	
274	Thodupuzha Retail Private Limited	S	100	
275	Tira Beauty Limited	S	100	
276	Tresara Health Limited	S	100	
277	Ulwe East Infra Limited	S	100	
278	Ulwe North Infra Limited	S	100	
279	Ulwe South Infra Limited	S	100	
280	Ulwe Waterfront East Infra Limited	S	100	
281	Ulwe Waterfront North Infra Limited	S	100	
282	Ulwe Waterfront South Infra Limited	S	100	
283	Ulwe Waterfront West Infra Limited	S	100	
284	Ulwe West Infra Limited	S	100	
285	Urban Ladder Home Décor Solutions Limited	S	100	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
286	V - Retail Limited	S	85.00	The BRSR is for RIL Standalone entity.
287	VasyERP Solutions Private Limited	S	84.21	
288	Vengara Retail Private Limited	S	100	
289	Viacom 18 Media (UK) Limited	S	100	
290	Viacom 18 US Inc.	S	100	
291	Vitalic Health Limited	S	81.32	
292	Alok Industries Limited	JV	40.01	
293	BAM DLR Chennai Private Limited	JV	33.33	
294	BAM DLR Data Center Services Private Limited	JV	33.33	
295	BAM DLR Kolkata Private Limited	JV	33.33	
296	BAM DLR Mumbai Private Limited	JV	33.33	
297	BAM DLR Network Services Private Limited	JV	33.33	
298	BVM Overseas Limited#	JV	70.00 [‡]	
299	India Gas Solutions Private Limited	JV	50.00	
300	Jio Space Technology Limited#	JV	33.88 [‡]	
301	Pipeline Management Services Private Limited	JV	50.00	
302	Sanmina-SCI India Private Limited#	JV	50.10	
303	Sanmina-SCI Technology India Private Limited#	JV	50.10 [‡]	
304	Sintex Industries Limited#	JV	70.00	
305	Balaji Telefilms Limited	A	21.07	
306	Gujarat Chemical Port Limited	A	41.80	
307	Indian Vaccines Corporation Limited	A	33.33	
308	Jamnagar Utilities & Power Private Limited	A	27.26 [‡]	
309	Reliance Europe Limited	A	50.00	
310	Reliance Industrial Infrastructure Limited	A	45.43	
311	Reliance Logistics and Warehouse Holdings Limited^	A	57.99 [‡]	
312	Vadodara Enviro Channel Limited	A	28.57	

* Subsidiaries - Representing aggregate % of voting power held by the Company and / or its subsidiaries.

* Associates / Joint Ventures - Representing aggregate % of voting power held by the company.

@ Subsidiary by virtue of control over composition of Board of Directors.

Joint Ventures as per accounting standards.

^ Associate as per accounting standards.

‡ Including aggregate % of voting power held by the subsidiaries / joint ventures.



VI. CSR DETAILS

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	(ii) Turnover (in INR crore):	(iii) Net worth (in INR crore):
Yes	5,57,163	4,96,889







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:





Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25		Remarks	FY 2023-24		Remarks
	Number of complaints filed during the year	Number of complaints pending resolution at close of the year		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
● Communities Yes. The Company has both formal and informal channels of engaging with the communities. All the community grievances are received through the Corporate Affairs Team of the respective manufacturing sites and these are appropriately addressed through both kinds of channels.	0	0	-	0	0	-
● Investors (other than shareholders) Yes, the Company has a designated email-ID: investor.relations@ril.com for investors to enable them to raise their grievances. https://www.ril.com/investors/shareholders-information/grievance-management	0	0	-	0	0	-
● Shareholders Yes, the Company has a designated email-ID: investor.relations@ril.com for shareholders to enable them to raise their grievances. https://www.ril.com/investors/shareholders-information/grievance-management	2,087	0	-	1,946	0	-
● Employees and workers Yes, all employee grievances are addressed appropriately through multiple channels. Issues are discussed at various plant-level committees such as food committee and people council among others. Ethics-related issues may be raised as per the Vigilance Mechanism and Whistle-Blower policy available here: https://rilstaticasset.akamaized.net/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf	0	0	-	0	0	-
● Customers A customer feedback mechanism is in place. There are no disputes with any customers currently. Considering the nature of business, there is no portal/hotline for E&P segment for reporting of disputes. Resolution happens through mails & e-meetings.	2,031	96	-	1,211	76	-
● Value Chain Partners Yes. Vigil Mechanism and Whistle-Blower Policy is available on RIL website. Purchase Order/ Contract provides dispute resolution mechanism, which stipulates meeting between higher management team of both sides to resolve the disputes. Additionally, for E&P JV partners, monthly and quarterly meetings are held.	0	0	-	0	0	-
Other (please specify) Not Applicable	-	-	-	-	-	-


● Stakeholder group from whom complaint is received




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

Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1 Innovation and Technology 			
	Reliance operates with a mission to be the most innovative, and value-generating organisation for all stakeholders. This purpose-driven ecosystem is supported by a set of core values and strategic growth engines driven by dedication to innovate and leverage to cutting-edge technologies.	By embracing disruptive possibilities and fostering a culture of innovation, Reliance can drive growth, stay ahead of competition and unlock new opportunities.	The approach adopted by Reliance can result in continued development of new products and services, entry into new markets and improved competitive positioning. By leveraging technology and strong project management capabilities, Reliance can maintain operational efficiencies and cost leadership. This can improve profitability and provide a competitive edge in the market. Adoption of deep tech will provide disruptive opportunities across businesses.
2 Energy Efficiency of Operations 			
	It is important that Reliance manages its raw material supply chain, assets and fuel, power & utility consumption in the most efficient manner to generate superior returns while reducing carbon footprint through its energy-efficient operations.	Dedicated teams at both site and group levels are focused on energy management and closely monitor energy consumption patterns across all manufacturing sites. Regular audits are conducted to improve energy performance and benchmark against other international refineries and petrochemical sites.	Inefficient energy use can lead to higher input costs, reduced margins, and potential penalties or increased compliance costs in a net-zero transition landscape.
3 Raw Material Security 			
	The availability of raw materials is crucial for the smooth running of Reliance’s business operations. Judicious use of raw materials can have a long-standing impact on the Company and local economy. The availability of raw materials can also directly impact Reliance’s ability to meet market demand for its products.	Reliance has taken several measures to ensure the security of raw materials. Firstly, it has long-term contracts for crude & feedstock, from multiple suppliers across different geographies, ensuring no loss in throughput. Additionally, efforts have been made to maximise sourcing of arbitrage crude and SRFO, expanding the options for raw material procurement. Further, the Company has vessels on long-term charter supporting logistics security. The Company also has long term contracts for timely imports of EDC Investments in new materials while maximising product netbacks. Implementation of the Vinyls project by 2026 will make the organisation self-reliant on EDC.	Lack of raw material security may cause the Company to move its operations to different locations, leaving behind overused/exploited spaces for local communities.





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

Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4 Sustainable Supply Chain 			
	Strong supply chain standards, monitoring mechanisms and ongoing engagement models with suppliers to address labour concerns are critical for Reliance to protect shareholder value over the long term. Sustainable supply chains are essential to further the Company’s progress on its Net Carbon Zero goal.	The Company has a structured approach to enhancing supplier performance and deepening sustainability practices. It has a well-defined Code of Conduct that mandates respect for human rights across the value chain. The Company’s sustainable sourcing ethos focuses on the following parameters: 1. Green Packaging 2. Environment Protection 3. Supplier Collaboration 4. Minimising Emissions Using Scrubber Fitted Vessels / VLSFO, Complying with EEX I & CII 5. Make in India and Development of India’s Engineering Talent 6. Launch of Digital Platform Applications 7. Contract Worker Care 8. Community Support 9. Regeneration and Safe Disposal	Any failure on the part of suppliers to comply with dynamically changing regulations can disrupt the Company’s operations and create negative sentiments among stakeholders, including customers, and impact business.
5 Customer Satisfaction 			
	Competition from other oil marketing companies poses a risk of customer retention as the country has a surplus of petroleum products. Similarly, the country is surplus in major petrochemicals such as Polyethylene and Polypropylene. Further, there are large imports of petrochemicals from the Middle East and FTA countries such as ASEAN & South Korea. It is important for Reliance to position itself as a customer-focused organisation by offering them a wide range of choices, outstanding value proposition and unmatched experience.	Ensuring timely deliveries, quality assurance, efficient logistic solutions, pricing options, etc. at dynamically competitive prices ensures customer satisfaction in Reliance’s business. The Company offers a wide product portfolio to meet evolving customer demand. A diversified customer profile across various geographical regions provides alternative markets for the Company’s products. All businesses of Reliance have taken cognisance of ‘CUSTOMER SATISFACTION’ as the topmost value and priority.	Any sub-optimal customer experience may result in customer dissatisfaction. Inability of the business to stay abreast of recent trends and behaviours could weaken its compelling value proposition and have material impact on brand, reputation and financial performance.





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

Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
6 Community Development +			
	The commitment to 'care' underlines every action undertaken by Reliance. Thus, it is essential for the Company to continue implementing community-facing programmes that can benefit society and result in true economic growth.	Through its CSR initiatives, Reliance has catalysed development in education, healthcare, sports, and environmental and social development in the underserved and marginalised sections of society. In addition, Reliance partners with various organisations and government bodies to undertake development projects for livelihood enhancement, infrastructure, water management and disaster management to create a positive and lasting impact on the communities it serves.	Building empowered communities by fostering trust and shared prosperity ensures the social license to operate, enhancing brand reputation and customer loyalty.
7 Business Ethics, Integrity and Transparency, Code of Conduct and Grievance Redressal Mechanisms !			
	Managing business ethics and maintaining high levels of transparency is important for Reliance. Establishing an effective grievance redressal mechanism is essential for Reliance to track the issues raised by stakeholders and take timely action to resolve concerns raised.	Reliance has a well-established Code of Conduct that is applicable to its employees and the value chain, supported by strong governance structures and business practices to prevent unethical conduct, corruption and wilful or unintentional participation in illegal or unethical payments. Reliance has an effective mechanism to address the grievances of all stakeholders, including employees, suppliers, customers and communities. This encourages stakeholders to raise their genuine concerns to the management without fear of reprisal.	Inappropriate / insufficient action on violation of business ethics could lead to significant one-time costs (including loss of reputation) or higher ongoing compliance costs.
8 Diversity Equity and Inclusion +			
	The Company has championed the cause of Diversity Equity and Inclusion (D&I) in the workplace alongside its goals of growth and expansion. Thus, it is essential to promote a progressive and inclusive workplace that onboards people from diverse backgrounds and provides them meaningful growth opportunities.	The Reliance Group's Diversity Equity & Inclusion (DEI) Charter was launched affirming Reliance's unwavering commitment to the values of Diversity, Equity and Inclusion. To stay competitive in today's fast-paced business environment, some key diversity and inclusion initiatives undertaken include: <ul style="list-style-type: none"> - R-Shakti, second career programme for women returning after a career break - Developmental journey for high-calibre women under R-Aadya - Dedicated mentoring for women - Inclusive leadership training - 'Inspiring Leader Connects' Series to create a more enabling workplace - Employee storytelling and celebrations of diversity days 	When people from different backgrounds, cultures and experiences come together, they bring unique perspectives that can lead to breakthroughs and new ways of thinking leading to overall organisational growth.





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



Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
9 Talent Management !			
	Given the scale and breadth of Reliance's operations, retaining high-calibre talent is imperative and a source of competitive advantage for the business.	Reliance has robust talent management systems to identify employees with high calibre and provide opportunities for career growth and development. This helps to retain top talent, create a culture of continuous learning and build a more skilled and knowledgeable workforce that can drive business performance and innovation. Reliance offers peer-benchmarked monetary and non-monetary benefits to enhance employee engagement and retain top talent.	Ineffective implementation of talent management processes might have an impact on talent sustainability, impeding business performance and growth of the Company.
10 Labor Management and Human Rights !			
	Maintaining cordial labour relations is crucial for Reliance to ensure the well-being and productivity of its workforce. A healthy labour relationship establishes a unified mission, which results in enhanced job satisfaction, employee retention and organisational performance.	Reliance follows the principles of the United Nations Global Compact on human rights, labour practices, environmental protection and anti-corruption. The Company's operations adhere to local and national regulations and ensure adherence to the RIL Code of Conduct.	Failure to maintain proper labour relations can lead to loss of productivity, potential legal liabilities and implications to the organisation's reputation.
11 Data Privacy and Cyber Security Risk !			
	RIL businesses constantly endeavour to provide enhanced customer experience through digitisation of processes. However, this extends RIL's attack surface and makes it a prime target for threat actors, thereby making cybersecurity and privacy a significant concern.	The Cyber Security strategy at RIL is 'Aligned to Business' and 'Marked to Threat'. RIL follows a defence-in-depth approach, whereby multiple security technology solutions and processes are deployed to improve resilience against diverse and ever-evolving threats. Privacy by Design principles are followed across the personal data lifecycle, business processes and business applications at RIL. Further, RIL regularly benchmarks its cybersecurity and privacy practices against applicable laws, regulations, industry best practices and standards through internal and external attestations to ensure compliance and enhanced assurance.	Cybersecurity incidents (e.g., loss of business data, disruption in business operations, etc.) and data privacy breaches can lead to substantial financial losses, erosion of investor and customer confidence, reputational damage and legal as well as regulatory repercussions.
12 Regulatory issues and Compliance !			
	Aligning the Company's operations with relevant applicable laws are key to business success and sustainability. It also builds trust among key stakeholders and investors.	Reliance places utmost priority on legal & regulatory compliances, especially in an ever-evolving environment. The Company's digitally enabled compliance framework is regularly updated and is integrated with business processes. There are controls in place to reduce risk and bring comprehensiveness, enabling the senior management with birds' eye view and updates on key issues along with enabling middle management for regular review and ground management with timely prompt on actions and knowledge to enable their actions.	Non-adherence to laws and regulations might affect reputation and increase compliance costs as threat to business continuity.





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

Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
13 Climate Change 			
	The Company faces both physical and transitional risks associated with climate change. Physical risks include climate-related events that could disrupt operations, impact financial stability and hinder value creation. Transitional risks arise from shifts in the energy market as global economies move toward cleaner energy sources and sustainable practices.	The Company has adopted a proactive strategy to reduce its environmental impact, focusing on lowering its carbon footprint. This includes a focus on opportunities with strategic emphasis on developing renewable energy sources, creating eco-friendly materials and deploying innovative technologies. These efforts are designed to strengthen resilience against climate-related risks and support sustainable growth.	The Company's initiatives to reduce emissions and transition to cleaner energy sources align with global environmental goals and contribute to long-term financial stability. Investments in renewable energy diversify the energy portfolio, while advancements in electric mobility align with market trends and position the Company to capitalise on emerging revenue streams in electric vehicle infrastructure and battery technology. Additionally, the development of biofuels and other low-carbon energy sources provides alternative revenue streams, reducing exposure to financial risks. By embracing sustainable practices, the Company is well-prepared to adapt to regulatory changes, market shifts and evolving customer preferences, ensuring a competitive edge in a rapidly changing landscape.
14 Managing Environmental Impacts 			
	Effective environmental stewardship is critical for the Company to proactively assess potential risks associated with its operations, adhere to regulatory requirements, mitigate risks and uphold its reputation. As environmental regulations and stakeholder expectations continue to evolve, the Company must remain vigilant in assessing and managing these risks.	The Company has implemented a robust framework to proactively reduce its environmental impact and minimise its environmental footprint. To strengthen its environmental stewardship, the Company is strategically investing in advanced emission reduction technologies and enhancing energy efficiency across its operations. The Company has comprehensive monitoring systems for rigorous oversight for managing of emissions including greenhouse gas (GHG). The Company has stringent operational protocols in place to prevent spills during the storage, handling and transportation of hydrocarbon materials. Additionally, the Company prioritises continuous education for employees and contractors through regular training and refresher courses, ensuring they are well-informed about evolving legislations, pollution prevention strategies and waste minimisation techniques. These proactive measures not only mitigate environmental risks but also align with global sustainability goals, reinforcing the Company's commitment to responsible operations.	The Company's proactive efforts to manage environmental impacts and reduce its environmental footprint are integral to its long-term financial stability and operational resilience. By investing in emission reduction technologies and energy efficiency, the Company not only avoids potential financial impact and risks but also positions itself as a leader in sustainability. This enhances its reputation among stakeholders, including investors, customers and regulators, and creates opportunities for cost savings through optimised resource use. Furthermore, aligning with escalating environmental expectations helps the Company mitigate risks associated with regulatory changes and market shifts. These efforts ensure the Company remains competitive in a rapidly evolving landscape, while also contributing to a sustainable future. Overall, the financial implications of these initiatives are positive, as they support both operational efficiency and long-term value creation.





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



Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
15 Water and Effluent Management 			
	The Company relies on water to maintain smooth operations. As a responsible corporate entity, it is essential to map and manage water usage across operations to ensure socially equitable and environmentally sustainable consumption.	The Company has adopted a comprehensive strategy to reduce freshwater withdrawal and consumption, aligning with its sustainability commitments. This includes maximising water recyclability and minimising external discharge through the deployment of advanced technologies and stringent governance measures. The Company monitors water usage, reviews performance and ensures compliance with applicable regulations. Additionally, it is actively exploring innovative solutions to improve water efficiency and enhance waste management protocols.	Water dependency poses a tangible risk to the Company's operations, potentially impacting resource availability and increasing costs in the future. However, the Company's commitment to sustainable water management practices mitigates these risks by reducing reliance on non-renewable resources and improving operational efficiency. Investments in advanced technologies and water recycling initiatives not only lower long-term operational costs but also strengthen the Company's reputation as an environmentally responsible organisation. These efforts position the Company to navigate regulatory changes and resource scarcity effectively, ensuring financial stability and resilience.
16 Ecosystem and Biodiversity 			
	It is imperative for the Company to collaborate with stakeholders to address ecosystem and biodiversity concerns related to land use, greenfield expansions, rehabilitation and redevelopment.	The Company is committed to preserving biodiversity and achieving a net positive impact on ecosystems. It conducts detailed impact assessments for projects where biodiversity is a consideration and implements periodic monitoring to evaluate ecosystem quality. The Company collaborates with stakeholders and partners to identify and advance approaches that align with its environmental goals. Successful initiatives include the development of green belts and the restoration of natural habitats, demonstrating its dedication to environmental stewardship.	The loss of ecosystems and biodiversity could lead to financial risks, project delays and increased operational costs. However, the Company's proactive measures to ensure compliance with biodiversity preservation requirements and its efforts to mitigate biodiversity risks help reduce these potential financial impacts. Initiatives such as habitat restoration and greenbelt development not only enhance the Company's environmental credentials but also contribute to long-term sustainability. These efforts strengthen the Company's reputation, ensure regulatory compliance and support its commitment to environmental responsibility, ultimately fostering financial resilience and stability.

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

Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
17 Waste Management & Circular Economy 			
	The Company generates various forms of waste, including hazardous materials, from the processing and storage of petroleum products. Improper management of these waste streams could pose risks to human health, the environment and regulatory compliance. Maximising circularity and innovation across the value chain is essential to mitigate these risks and promote sustainability.	The Company has implemented robust measures to reduce, recycle and manage hazardous waste streams effectively. A structured process is in place for decommissioning facilities, reducing regulatory and litigation risks and lowering associated costs. Additionally, the Company undertakes various initiatives to promote sustainability, such as recycling PET bottles and used PPEs, and developing innovative solutions such as waste-to-road and waste-to-oil technologies.	Inadequate waste management could lead to regulatory penalties, environmental damage and increased operational costs. However, the Company's consistent efforts to reduce waste generation and promote circular economy practices mitigate these risks. By investing in innovative waste management solutions and recycling initiatives, the Company not only reduces its environmental footprint but also lowers long-term operational costs. These efforts enhance the Company's reputation as a sustainable and responsible organisation, ensuring compliance with regulations and fostering financial resilience. The focus on circularity also opens up opportunities for cost savings and revenue generation through resource efficiency and waste valorisation or upcycling.
18 Health, Safety and Employee Well-being 			
	Ensuring the health, safety and well-being of employees is a non-negotiable priority for the Company. A safe and healthy working environment is essential to protect its human capital, maintain productivity and comply with regulatory requirements.	The Company has implemented a globally benchmarked Health, Safety, and Environment (HSE) framework across all sites, services and offices. The principle "Safety of persons overrides all production targets" underscores its commitment to employee safety and well-being. Through initiatives such as the Change Agents for Safety, Health, and Environment (CASHE), an internationally recognised programme, the Company prioritises workplace safety and health. It also actively seeks employee feedback to continuously improve health and safety protocols, ensuring that practices evolve to meet changing workforce needs and industry standards.	Workplace incidents and inadequate safety measures could result in financial repercussions and operational disruptions. However, the Company's proactive approach to health and safety mitigates these risks. By investing in robust safety protocols and fostering a culture of continuous improvement, the Company reduces the likelihood of incidents and associated costs. Prioritising employee well-being also enhances productivity, morale and retention, contributing to long-term financial stability and operational efficiency. These efforts reinforce the Company's reputation as a responsible employer, ensuring compliance with regulations and safeguarding its human capital.

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

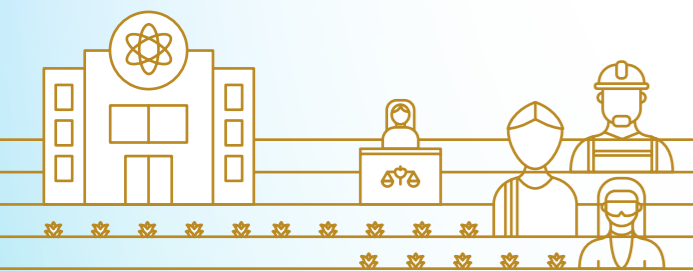
Material issue identified	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
19 Disaster Preparedness and Management 			
	The Company's operations span geographical areas, including onshore, offshore and airborne activities, making it vulnerable to unplanned events, natural calamities, which include industrial accidents, extreme weather events, earthquakes, floods, cyclones and other unforeseen events.	The Company has implemented a comprehensive disaster preparedness and management framework to mitigate risks and ensure operational resilience. Manufacturing sites are designed with a loss prevention design philosophy to minimise risks. Additionally, each site has pre-incident plans for emergency response and control, ensuring that resources, protocols and personnel are well-prepared to handle emergencies. The Company conducts regular drills and simulations to test and refine emergency response plans. The Company has developed robust business continuity plans (BCPs) that are regularly rehearsed to ensure readiness. The Global Corporate Security (GCS) team plays a pivotal role in disaster management by working closely with business units to conduct regular and thorough risk assessments. GCS leverages the expertise of best-in-class security professionals with multi-domain knowledge to identify and address evolving risks.	By proactively addressing these risks, through upfront investment in resilient infrastructure, loss prevention design and emergency planning, the Company protects its workforce, safeguards its assets and ensures business continuity. These measures are critical in mitigating potential financial losses from operational disruptions, asset damage or reputational harm. Additionally, the Company's commitment to disaster preparedness enhances its reputation as a responsible and resilient organisation, which can positively influence stakeholder confidence and long-term financial stability.
20 Security and Asset Management 			
	Reliance's business interests are spread across the country and have a global footprint. The Company's business interests are exposed to security threats that may arise from geo-political, industrial relation, internal sabotage and such situations. This necessitates establishing a robust security setup to mitigate these threats.	Global Corporate Security (GCS) continuously monitors and manages security risks round the clock across the Company's operations. Its operations are strengthened by a strong risk mitigation strategy, crisis management and business continuity plans. Security professionals from across the sovereign uniformed forces form the core of the Company's security team. Their multi-domain knowledge and vast experience proves an asset when securing RIL business. Security teams work closely with state forces to leverage their abilities to better secure the Company's assets.	Security incidents have the potential to cause harm to Reliance's assets, people, information and reputation. This could cause major disruption to the Company's businesses and inflict severe financial losses.

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

B

Management and Process Disclosures

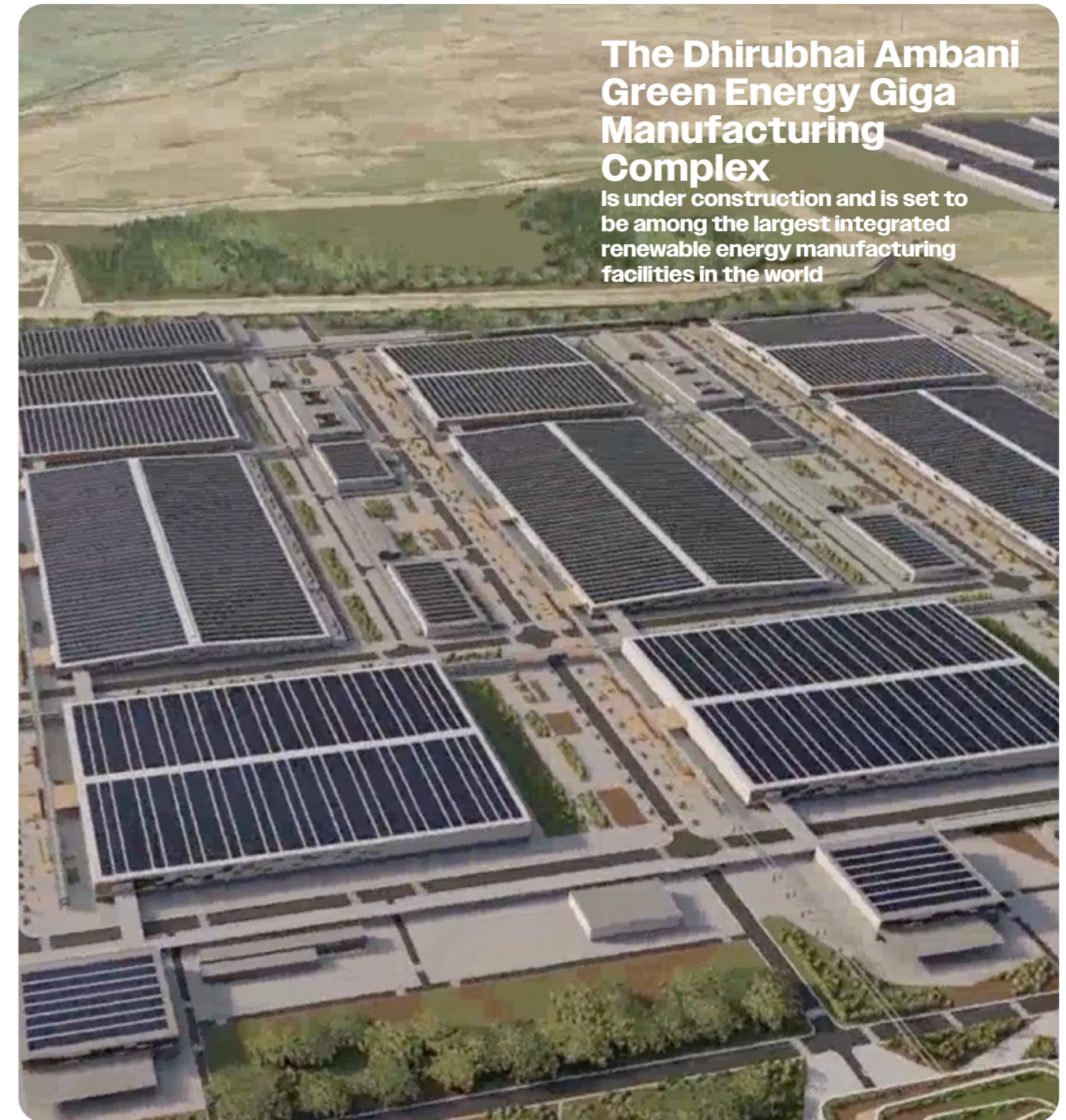
Integrating the principles of the National Guidelines for Responsible Business Conduct into the structures, policies and processes ensure that stakeholder interests are integrated into the business fabric. Creating adequate governance enables businesses to contribute towards wider development goals.



RIL's Approach

Integrated ESG Governance

RIL's integrated ESG governance approach is driven by a robust policy framework that promotes integrity, transparency and compliance, fostering an open work environment across the value chain. The policy framework is integrated into business operations, ensuring the Company and its value chain partners uphold exemplary environmental and social performance. The Board, through established committees, oversees the policy framework.



The Dhirubhai Ambani Green Energy Giga Manufacturing Complex
 Is under construction and is set to be among the largest integrated renewable energy manufacturing facilities in the world

An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

- Code of Conduct
- Regulatory Issues and Compliance

<IR> Framework



Stakeholders

Employees, Suppliers

Sustainable Development Goals



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

c. Web link of the policies, if available

P1

- Code of Conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Values & Behaviours**
<https://www.ril.com/sites/default/files/2023-01/VB.pdf>
- Anti-Bribery & Anti-Corruption**
https://www.ril.com/sites/default/files/2025-03/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf
- Vigil Mechanism and Whistle-Blower Policy**
<https://www.ril.com/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>
- Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information (UPSI)**
<https://www.ril.com/sites/default/files/2025-06/UPSI-Code.pdf>
- Policy on materiality of Related Party Transactions (RPTs) and on dealing with RPTs.**
<https://www.ril.com/sites/default/files/2023-01/Policy-on-Materiality-of-RPT.pdf>
- Policy on Determination and Disclosure of Materiality of Events and Information and Web Archival Policy**
<https://rilstaticasset.akamaized.net/sites/default/files/2023-01/MaterialityPolicy.pdf>

- Our Code**
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
- Business Partner Code of Conduct**
[https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-\(BPCOC\).pdf](https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf)
- Corporate Social Responsibility Policy**
<https://www.ril.com/sites/default/files/2023-01/CSR-Policy.pdf>
- Equal Opportunity Policy for Persons with Disabilities & Transgenderers**
https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf
- Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>
- Data Privacy Policy**
<https://www.ril.com/privacy-policy>
- Health, Safety & Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>

P2

- Business Partner Code of conduct**
[https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-\(BPCOC\).pdf](https://www.ril.com/sites/default/files/2023-01/RIL-Business-Partner-Code-of-Conduct-(BPCOC).pdf)
- Code of Conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Our Code**
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>

- Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>
- Health, Safety & Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>
- Risk management Policy***

P3

- Health, Safety & Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>
- Code of Conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Our Code**
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
- Equal Opportunity Policy for Persons with Disabilities & Transgenderers**
https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf
- Values & Behaviours**
<https://www.ril.com/sites/default/files/2023-01/VB.pdf>
- Vigil Mechanism and Whistle-Blower Policy**
<https://www.ril.com/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>
- Prevention of Sexual Harassment***

P4

- Corporate Social Responsibility Policy**
<https://www.ril.com/sites/default/files/2023-01/CSR-Policy.pdf>
- Our Code**
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
- Code of conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Anti-Bribery & Anti-Corruption Policy**
https://www.ril.com/sites/default/files/2025-03/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf
- Vigil Mechanism and Whistle-Blower Policy**
<https://www.ril.com/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>
- Health, Safety & Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>
- Prevention of Sexual Harassment***

P5

- Equal Opportunity Policy for Persons with Disabilities & Transgenderers**
https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf
- Code of Conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Our Code**
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>

- Vigil Mechanism and Whistle-Blower Policy**
<https://www.ril.com/sites/default/files/2023-01/Vigil-Mechanism-and-Whistle-Blower-Policy.pdf>
- Remuneration Policy for Directors**
<https://www.ril.com/sites/default/files/2023-01/Remuneration-Policy-for-Directors.pdf>
- Prevention of Sexual Harassment***

P6

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

P7

- Code of Conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Values & Behaviours**
<https://www.ril.com/sites/default/files/2023-01/VB.pdf>
- Anti-Bribery & Anti-Corruption**
https://www.ril.com/sites/default/files/2025-03/RIL_Anti-Bribery-and-Anti-Corruption-Policy.pdf
- Corporate Social Responsibility Policy**
<https://www.ril.com/sites/default/files/2023-01/CSR-Policy.pdf>

P8

- Corporate Social Responsibility Policy**
<https://www.ril.com/sites/default/files/2023-01/CSR-Policy.pdf>
- Equal Opportunity Policy for Persons with Disabilities & Transgenderers**
https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf
- Code of Conduct**
<https://www.ril.com/sites/default/files/2023-01/Code-of-Conduct.pdf>
- Our Code**
<https://www.ril.com/sites/default/files/2023-01/ourcode.pdf>
- Health, Safety & Environment Policy**
<https://www.ril.com/sustainability/health-safety-environment>

P9

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

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

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Processes										
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	P1	ISO 9001, GRI Standard 2021, UNGC Principles, ISO 37001								
	P2	ISO 9001, GRI Standard 2021, ISO 14001, GRS, RC 14001								
	P3	ISO 9001, GRI Standard 2021, ISO 45001, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, RC 14001, National Accreditation Board for Testing and Calibration Laboratories (NABL), NABH (National Accreditation Board for Hospitals & Healthcare Providers), UNGC Principles								
	P4	ISO 9001, GRI Standard 2021, RC 14001, UNGC Principles								
	P5	ISO 9001, GRI Standard 2021, Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UNGC Principles, ISO 45001, RC 14001								
	P6	ISO 9001, GRI Standard 2021, ISO 14001, REACH, ISO 50001, RC 14001, UNGC Principles								
	P7	ISO 9001, GRI Standard 2021, UNGC Principles								
	P8	ISO 9001, GRI Standard 2021, UNGC Principles								
	P9	ISO 9001, GRI Standard 2021, ISO 27001, RC 14001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Reliance has set a target to achieve Net Carbon Zero by 2035. As part of its strategic vision, the Company is leveraging its intellectual, physical and financial resources to transform core operations and drive sustainable growth.</p> <p>The key tenets of Reliance's carbon reduction strategy include:</p> <ul style="list-style-type: none"> – Improving energy efficiency and reducing energy intensity of operations. – Transitioning to clean & renewable energy. – Making CO₂ as a recyclable resource. – Upgrading syngas to high-value chemicals. – Replacing transportation fuel with cleaner alternatives. – Converting transportation fuels to valuable petrochemicals and material building blocks. <p>Aligned to its strategic vision, the Company is also accelerating the scale-up of its New Energy and New Materials businesses. This transformation is anchored in:</p> <ul style="list-style-type: none"> – Establishing and enabling 100 GW of renewable energy capacity by 2030. – Investing across the value-chain, including in emerging technologies and strategic partnerships. – Establishing integrated giga factories at the 5,000 acre Dhirubhai Ambani Green Energy Giga Complex in Jamnagar. <p>The Company continues to refine its strategy and execution roadmap with the aim of achieving the Net Carbon Zero goal as planned.</p>									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>RIL continues to make steady progress toward its Net Carbon Zero target by 2035, with a focused approach to reducing operational GHG emissions through energy conservations, renewable energy transition, carbon capture and utilisation, and industrial decarbonisation.</p> <p>In FY 2024-25, RIL continued to utilise sustainable and clean energy, consuming ~5.4 Million GJ of renewable energy. The Jamnagar Manufacturing Division was successfully connected to the Central Transmission Utility, intended to facilitate green power imports and enhance power cycle efficiency. Meanwhile, other sites—Hazira, Dahej, Hoshiarpur and Barabanki—maintained co-firing of biomass contributing for green energy usage. New growth projects at Dahej and Nagothane are also progressing with an emphasis on energy-efficient design and process integration.</p> <p>RIL is also advancing its New Energy agenda with the ongoing developments in solar and hydrogen, and rapid scale-up of Compressed Biogas (CBG) plants—further strengthening its integrated clean energy ecosystem.</p>									
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)	<p>Since its inception, Reliance Industries Limited (RIL) has been committed to ethical operations and sustainable value creation. The Company is dedicated to make its contributions in creating a better India and a better world, with a focus on delivering high-quality products and services. RIL remains steadfast in its efforts to balance growth with responsibility, investing in sustainable technologies and empowering communities to foster an inclusive future. These accomplishments, combined with prudent decision-making and advance manufacturing capabilities, have enabled RIL to mitigate risks, capitalise on opportunities and deliver value for all stakeholders.</p>									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>RIL has set a target of achieving Net Carbon Zero by 2035, supported by a comprehensive decarbonisation roadmap and strategy. To realise this goal, the Company is making significant strides in key areas, including bioenergy, solar energy, energy storage and green hydrogen. The Company's Oil-to-Chemicals (O2C) business has achieved robust growth, driven by operational excellence, diversification and advancements in deep-tech, while its Exploration & Production (E&P) business has continued to bolster India's energy security.</p> <p>RIL's sustainability performance is transparently disclosed through Securities Exchange Board of India's (SEBI's) Business Responsibility and Sustainability Report (BRSR) and the Integrated Annual Report, providing stakeholders with comprehensive insights into the Company's progress. These disclosures foster trust and support the acceleration of RIL's journey towards a net carbon-zero future.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>The Environmental, Social and Governance Committee is responsible for implementation and oversight of the Business Responsibility Policy. The details of the ESG Committee are mentioned in response to question no. 9 herein below.</p>								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	<p>Yes, the Environmental, Social and Governance Committee of the Board is responsible for decision making on sustainability-related issues. The details of the composition of the ESG Committee are provided below:</p> <ol style="list-style-type: none"> Shri Hital R. Meswani: Chairman – Executive Director Shri P. M. S. Prasad: Member – Executive Director Smt. Arundhati Bhattacharaya: Member – Independent Director 								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The adequacy and effectiveness of the policies of the Company are reviewed by the concerned department / business heads, and also by the Committees of the Board in consultation with concerned stakeholders, wherever required.									Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with applicable statutory requirements of relevance to the NGRBC Principles. The status of compliance with applicable statutory requirement is reviewed by Committees of the Board.									Periodically								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>Yes. The Health Safety and Environment Policy of the organisation is externally evaluated. The Company also obtains HSE/ Environment processes related certifications under various national and international standards, including ISO 14001, ISO 45001, etc. Further as part of ISO 37001, certification of Anti-Bribery Management System (ABMS) is implemented by RIL. External auditor, BSI, evaluates various governance components including RIL's Anti-Bribery & Anti-Corruption (ABAC) Policy and allied processes. Also, cybersecurity practices of the organisation are evaluated and certified as part of the ISO 27001 exercise for respective RIL businesses.</p> <p>These certifications also include assessment of the policies of the Company by independent external assessor. A summary of certifications received by RIL is included in response to disclosure question 4 of Section B of this report.</p> <p>As a good governance practice, policies are periodically reviewed and updated by concerned department/business heads in consultation with stakeholders (wherever required), and approved by the management / Committees of the Board or the Board itself, as applicable. The Company has a robust "Policy Life-Cycle Management System" in place for formal system-enabled review and evaluation of various organisational policies from time to time.</p>								

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

NA denotes Not Applicable. This applies to the entire report.

P1

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

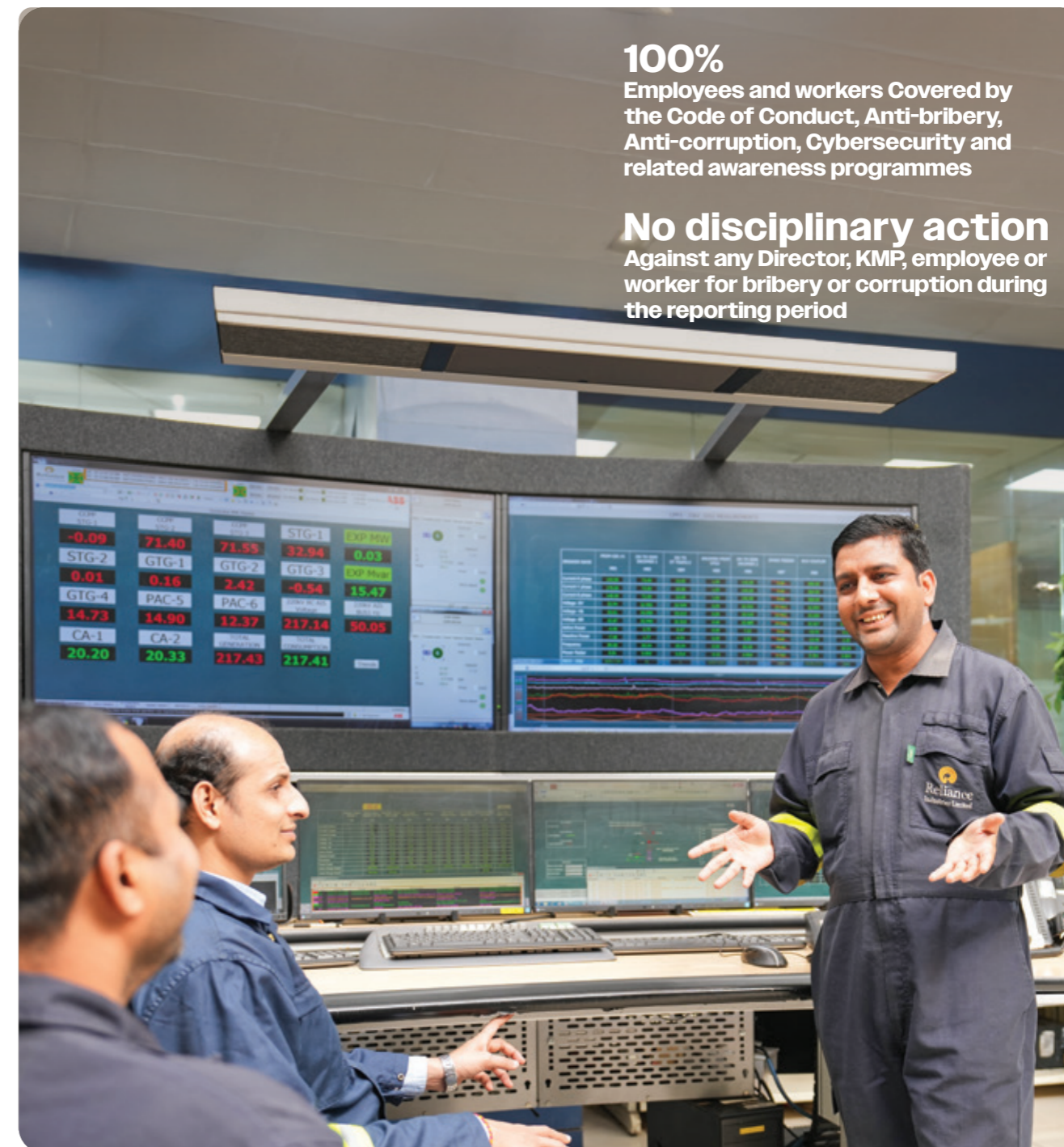
While business activities are essential to facilitate human well-being, they can impact the environment and society in various ways. Responsible business conduct can go a long way to limit and mitigate these impacts. Therefore, businesses must balance the needs of people and the planet with the goal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



RIL's Approach

Do the Right Thing – First Time, Every Time

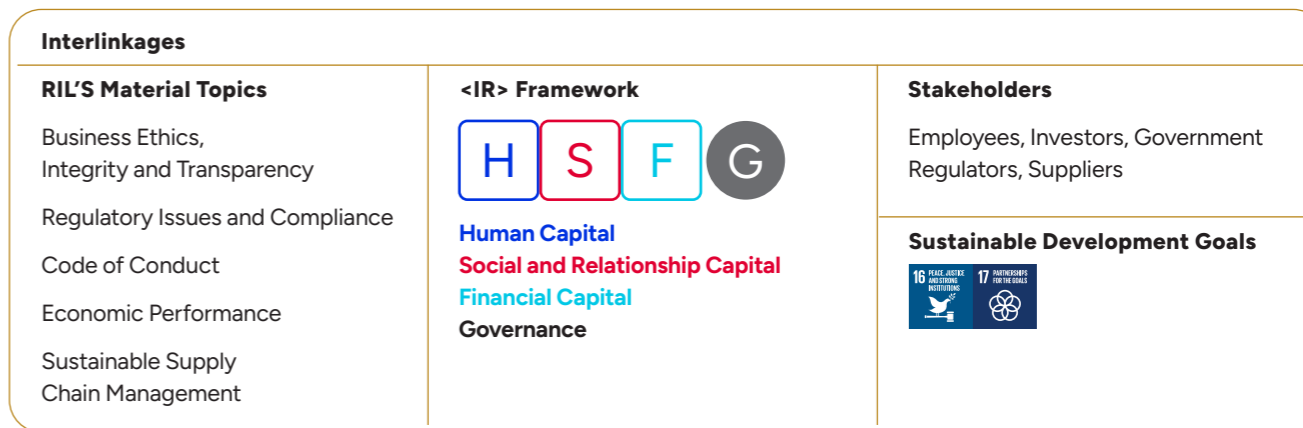
At RIL, ethical conduct forms the foundation of its core business principles and plays a pivotal role in driving sustainable value creation. This commitment is upheld through clear guidelines, including 'Our Code,' 'Code of Conduct' and 'Values & Behaviours,' which ensure integrity, transparency and openness are practiced by every member of the organisation.




100%
Employees and workers Covered by the Code of Conduct, Anti-bribery, Anti-corruption, Cybersecurity and related awareness programmes

No disciplinary action
Against any Director, KMP, employee or worker for bribery or corruption during the reporting period

An Integrated Approach to Sustainable Growth



ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	Executive Directors 1. ESG Familiarisation Programme covering Global Sustainability Landscape, Business Responsibility & Sustainability Report, Reasonable Assurance and related updates 2. Code of Conduct 3. Anti-Bribery Management System 4. Cybersecurity Awareness 5. Creating a Respectful Workplace (POSHA) 6. Reliance Management System Independent Directors and Non-Executive Directors 1. ESG Familiarisation Programme covering Global Sustainability Landscape, Business Responsibility & Sustainability Report, Reasonable Assurance and related updates 2. Familiarisation Programme 3. Code of Conduct	100%
Key Managerial Personnel	6	1. ESG Familiarisation Programme covering Global Sustainability Landscape, Business Responsibility & Sustainability Report, Reasonable Assurance and related updates 2. Code of Conduct 3. Anti-Bribery Management System 4. Cybersecurity Awareness 5. Creating a Respectful Workplace (POSHA) 6. Reliance Management System	100%
Employees other than BoD and KMPs	7	1. Code of Conduct 2. Anti-Bribery Management System 3. Cybersecurity Awareness 4. Creating a Respectful Workplace (POSHA) 5. Reliance Management System - Management Systems including Operations Management Systems and HSEF policies 6. Information Security Awareness Course 7. Mandatory Course on Code of Conduct, Anti-Bribery and Anti-Corruption and POSHA	100%
Workers	2	All workers undergo a toolbox talk and learnings from incident sessions	100%

- Note:** All employees are strongly encouraged to complete the following training courses annually:
- Code of Conduct: Employees gained an understanding of Reliance's commitment to ethical behaviour and how they can adhere to it.
 - Anti-Bribery Management System: Employees gained an understanding of possible unethical business practices and the practices they should follow to secure themselves as well as the organisation.
 - Cybersecurity Awareness: Apart from the mandatory training, employees received frequent communications and refreshers from the Information Risk Management (IRM) team so they could stay updated on the latest threats, scams and harmful practices and safeguard themselves and their assets. With this knowledge, they also support the IRM team by reporting potential threats.
 - Creating a Respectful Workplace: Prevention of Sexual Harassment Act (POSHA): Employees gained a better understanding of respectful workplace practices.
 - Reliance Management System: Management systems including Operating Management Systems and Health, Safety, Environment and Fire (HSEF) policies: Employees gained an understanding of the core documents of the organisation as well as its approach to health, safety and environment.
 - Information Security Awareness Course: Empowers employees to recognise and responsibly handle classified information, secure passwords, and avoid cyber threats like phishing, malware, and unsafe Wi-Fi usage. The program builds a security-first mindset through real-world risks, best practices, and preventive behaviours.
 - Mandatory Course on Code of Conduct, Anti-Bribery, Anti-Corruption and POSHA: Reinforces the importance of integrity through adherence to the Code of Conduct, strict prohibition of Bribery and Corruption, and fostering a respectful, harassment-free workplace under POSH guidelines. The program empowers employees to make ethical decisions, report concerns, and uphold a culture of trust and accountability.

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fee	NA	NA	0	NA	NA

Note: Does not include penalties by regulators in the ordinary course of business.

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

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

Yes. RIL has established an Anti-Bribery and Anti-Corruption (ABAC) Policy and hosted it on its corporate website <https://www.ril.com/> so that it is accessible to internal as well as external stakeholders. The policy aims to provide requisite granularity and creating a one-stop repository of expectations from employees and Business Partners to effectively prevent, identify and respond to bribery risks. The ABAC Policy can be accessed at <https://www.ril.com/DownloadFiles/IRStatutory/RIL-Anti-bribery-and-Anti-corruption-Policy.pdf>

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

ESSENTIAL INDICATORS

6. Details of complaints with regard to 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	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

No instances of any such action on Company have been initiated by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	101	100

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	29.63%	0
	b. Number of trading houses where purchases are made from	1	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.75%	0.03%
	b. Number of dealers / distributors to whom sales are made	137	8
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	55.47%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	40.77%	32.68%
	b. Sales (Sales to related parties / Total Sales)	57.02%	60.90%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	64.87%	59.97%

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

For Sales to Dealers/Distributors: Sales made by the Company are largely direct sales. Sales to dealers and distributors is limited to certain Oil to Chemicals and other business, and it is low both in terms of value and volume.

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	For Oil to Chemicals - The Supplier Code of Conduct has been updated to align with RIL's vision and commitment to Sustainable Procurement. Our revised Code communicates our expectations to suppliers, reinforcing our shared responsibility towards sustainability.	100%
1	For Exploration and Production - Adherence to Reliance Code of Conduct trainings for vendors were conducted.	100%

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

Yes. The Board of Directors of the Company confirm compliance of Code of Conduct wherein affirmation is also obtained to avoid conducting the Company's business with a relative, or with a business in which a relative of a Director is associated in any significant role.



P2

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

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



RIL's Approach

Building a Resilient India and a Greener Planet

RIL leverages advanced technology, efficient processes and a skilled workforce to deliver high-quality products and services while ensuring responsible resource use. Guided by its 'We Care' philosophy, the Company prioritises environmental preservation and societal well-being, embedding these commitments into its operations through policies such as the Code of Conduct, Corporate Social Responsibility Policy, Health, Safety & Environment Policy and Business Partner Code of Conduct.



An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

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

<IR> Framework



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

Stakeholders

Customers, Government/Regulators, Suppliers

Sustainable Development Goals



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	36.64%	54.16%	Investment included following R&D projects with focus on environmental and social impacts: Biomass co-gasification, waste plastic to oil, circular polymer production, biodegradable polyester products, short cut polyester fibre-based paint, and polyester catalyst without heavy metals. Benefits from these R&D projects include waste recycling and reducing dependency on traditional feedstocks, reduction in air pollutants and GHG emissions, reduced heavy metal contamination and durable & efficient product.
Capex	63.36%	45.84%	Investing in technologies such as bio-compostable Polybutylene Adipate Terephthalate (PBAT) polymer, Disentangled Polyethylene (DPE) powder for tape production, algae-based super proteins, production of compressed biogas utilising agro residue, organic municipal solid waste, and energy plantation can significantly reduce environmental impact. These innovations decrease reliance on traditional fossil fuels, thereby lowering greenhouse gas emissions. Additionally, they address societal needs by enabling the creation of lightweight bulletproof jackets, providing nutritional supplements, utilising waste into value added products and generating jobs in rural areas. In addition, the investment helps to establish world class process technology and R&D centre for development of more robust & efficient microbial consortia / enzyme for different feedstocks to enhance CBG yield.

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

Yes, the Company has both Sustainable Procurement Vision document and Standard Operating Procedures (SOP). RIL's strategy entails comprehensive engagement with all suppliers via the Code of Conduct to ensure alignment with the Company's sustainability vision and performance expectations.

The Company has established a comprehensive framework for sustainable sourcing, which outlines the Company's Vision, Guiding Principles, Governance Mechanism and initiatives for supplier capability building. RIL's Business Partner Code of Conduct (BPCoC) upholds the highest ethical

standards, including a strong focus on human rights, and is embedded in all its business agreements. Similarly, RIL's Supplier Code of Conduct (SCoC) reflects the Company's commitment to the highest standards of ethics across human rights, integrity, labour practices, health, safety, environment, and compliance. The SCoC is an integral part of all its supplier agreements.

Additionally, the Company aims to deepen its engagement with the top 90% of suppliers by value through third-party assessments to validate and verify their sustainable practices.

Where possible, the Company has also chartered Eco Vessels, which result in lesser consumption of fuel and lower carbon footprint.

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

RIL actively engaged with 80% of its suppliers (by value) to assess their sustainability practices, using a globally recognised assessment platform, EcoVadis. Encouragingly, 38% of them have responded positively by undergoing assessments and sharing their sustainability scorecards with us.

Additionally, approximately 31% by value is sourced from sustainable suppliers. As per our methodology, suppliers with a Silver or higher external sustainability rating from EcoVadis are classified as sustainable. This reflects our commitment to responsible sourcing practices.

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

a) Plastics (Including packaging)

PET Recycling

Recron Green Gold™ Polyester Staple Fibre (rPSF), a part of Reliance's eco-friendly fabric portfolio, is manufactured through the mechanical recycling of waste PET bottles. Reliance has a recycling capacity of approximately 3000 TPM at its facilities in Hoshiarpur, Barabanki and Nagothane. To further expand this capacity, the Company has collaborated with SriChakra, a leading recycler, to set up a PET bottle recycling plant in Andhra Pradesh, which will more than double its capacity to process 5 Billion bottles annually. Reliance has a robust supply chain network across the nation for PET recycling.

Waste to Road – ReRoute™:

RIL has developed an innovative product, ReRoute™, designed to utilise hard-to-recycle, end-of-life flexible plastic packaging waste for constructing durable roads. CRR test results indicates that up to 8% of ReRoute™ material can be blended with bitumen. This product enhances road infrastructure by improving resistance to water ingress and reducing landfill accumulation, thereby building resilient road infrastructure.

Polyolefins Recycling (EcoRepol™ and EcoRelene™):

One of the most significant initiatives taken by RIL is the development of EcoRepol™ and Eco Relene™. The products, branded as EcoRepol™ and EcoRelene™, provide sustainable packaging

solutions for non-food and non-pharma applications. EcoRepol™ is a recycled polypropylene (PP) that can be used in various applications such as automotive parts, household appliances and furniture. EcoRelene™ is a recycled polyethylene (PE) that can be used in various applications such as packaging, agriculture and textiles.

Waste to Oil:

Reliance JMD site has been certified by International Sustainability and Carbon Certification Plus (ISCC Plus) certification as per mass balance approach, enabling it to produce circular polymers by processing waste plastic pyrolysis oil. RIL is also a member of ISCC.

As a part of social initiatives, Reliance proudly stands as a founding member of the Alliance to End Plastics Waste (AEPW). Additionally, for the past five years, Reliance has remained a supporter of Shri Afroz Shah, UN Champion of Earth, and his team of volunteers, contributing to the efforts aimed at facilitating regular cleanup of Versova Beach.

b) E-waste

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

c) Hazardous waste

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

d) Other waste

NA

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

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



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?

During FY 2024-25, Life Cycle Assessments (LCA) were conducted for 3 additional products, while LCAs had already been completed for 18 products in FY 2022-23, bringing the total to 21.

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 weblink.
19201	Diesel	33.23%	Cradle to Gate	Yes	Yes, Methodology of LCA is provided in the annexure of BRSR for FY 2022-23: https://www.ril.com/sites/default/files/2023-08/BRSR202223.pdf . Results would be provided on request to customers on a case-to-case basis.
19201	Gasoline	12.48%	Cradle to Gate	Yes	
19201	Naphtha	2.96%	Cradle to Gate	Yes	
19201	Aviation Turbine Fuel (ATF)	5.95%	Cradle to Gate	Yes	
19201	Alkylate	3.52%	Cradle to Gate	Yes	
19201	Liquified Petroleum Gas (LPG)	1.97%	Cradle to Gate	Yes	
19201	Fuel Oil	0.82%	Cradle to Gate	Yes	
19201	Tertiary Amyl Methyl Ether (TAME)	0.32%	Cradle to Gate	Yes	
19201	Sulphur	0.37%	Cradle to Gate	Yes	
20131	Polypropylene (PP)	5.67%	Cradle to Gate	Yes	
20131	Polyethylene (PE)	4.54%	Cradle to Gate	Yes	
20118	p-Xylene (PX), o-Xylene (OX), Benzene (BZ)	2.75%	Cradle to Gate	Yes	
20118	Purified Terephthalic Acid (PTA)	3.10%	Cradle to Gate	Yes	
20131	Polyvinyl Chloride (PVC)	1.24%	Cradle to Gate	Yes	
20303	Filament	2.51%	Cradle to Gate	Yes	
20131	Polyethylene Terephthalate (PET)	2.03%	Cradle to Gate	Yes	
20302	Staples – Fibre	1.64%	Cradle to Gate	Yes	
20118	Monoethylene Glycol (MEG)	1.11%	Cradle to Gate	Yes	
20132	Poly Butadiene Rubber (PBR)	0.49%	Cradle to Gate	Yes	
20132	Styrene Butadiene Rubber (SBR)	0.46%	Cradle to Gate	Yes	
20118	Linear Alkyl Benzene (LAB)	0.30%	Cradle to Gate	Yes	
Total		87.46%			

Note: LCA was conducted across 5 impact categories



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

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

Name of Product/Service	Description of Risks/Concerns	Action Taken
3 Petrochemical Products assessed in FY 2024-25. 9 Refinery Products and 9 Petrochemical Products assessed in FY 2022-23 (mentioned in Principle 2, Leadership Indicator 1)	Based on the LCA exercise, no specific risks and concerns were identified pertaining to the 5 relevant impact categories namely Acidification, Global Warming, Marine Eutrophication, Freshwater Eutrophication and Water Scarcity.	RIL has adopted a proactive goal to become Net Carbon Zero by 2035. As part of this commitment, the Company is making consistent progress in its energy transition strategy. The Company is actively developing a fully integrated, end-to-end renewable energy ecosystem. This includes the establishment of giga scale manufacturing facilities including solar PV, energy storage systems and electrolysers for green hydrogen. During FY 2024-25, RIL undertook decisive steps to scale up renewable energy usage, expand the application of bioenergy, and drive process efficiency across operations. These efforts are aimed at securing clean, reliable, and affordable energy for its captive needs. In parallel, RIL continues to focus on improving energy efficiency to lower the energy intensity of its operations. This includes integrating energy-efficient design in new projects and implementing process optimisation strategies. These initiatives are expected to result in further reductions in GHG emissions and acidification impacts.

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
Polyester Staple Fibre (PSF) & Polyester Fibre Fill (PFF)	3.8%	4.2%

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	29,464	33,400*	Nil	29,790	30,000*
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
POY (partially oriented yarn)	73%

P3

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

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



RIL's Approach

Care and Compassion for the 'One Reliance' Family

As a people-centric organisation, RIL is dedicated to fostering the virtue of 'One Reliance' Family by prioritising care and empathy, as outlined in its 'Code of Conduct' and 'Values & Behaviours.' The Company's employee-focused initiatives emphasise safe and reliable operations while promoting both personal and professional development, creating an environment where growth and learning thrive.



100% employees and workers
Covered by the organisational insurance and benefits during FY 2024-25

100% workers
Were provided training on health and safety measures

An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

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

<IR> Framework



Human Capital
Social and Relationship Capital

Stakeholders

Employees, Suppliers, Government/regulators

Sustainable Development Goals



ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	31,608	31,608	100	31,608	100	NA	NA	31,608	100	22,216	70
Female	2,194	2,194	100	2,194	100	2,194	100	NA	NA	2,017	92
Total	33,802	33,802	100	33,802	100	2,194	100	31,608	100	24,233	72
Other than Permanent employees											
Male	5,188	5,188	100	5,188	100	NA	NA	5,188	100	1,566	30
Female	168	168	100	168	100	168	100	NA	NA	105	63
Total	5,356	5,356	100	5,356	100	168	100	5,188	100	1,671	31

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	3,493	3,493	100	3,493	100	NA	NA	NA	NA	3,489	100
Female	52	52	100	52	100	52	100	NA	NA	51	98
Total	3,545	3,545	100	3,545	100	52	100	NA	NA	3,540	100
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

100% of employees
Covered for health insurance, accident insurance, maternity and paternity benefits



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	0.05%	0.04%

Note: Aforementioned well-being costs includes costs incurred for health insurance, accident insurance, maternity and paternity benefits, daycare facilities, medical expenses, team building expenses amongst others for employees and workers. The cost on well-being measures is over ₹ 305 crore in FY 2024-25, which has increased as compared to previous financial year.

BRSR Core indicators All indicators that are assured.

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

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

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

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

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

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

Our Equal Opportunity Policy can be accessed on the website via the link https://www.ril.com/sites/default/files/2023-09/Equal_Opportunity_Policy_no_email_ID.pdf

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	99.9%	90.4%	NA	NA
Female	98.2%	78.3%	NA	NA
Total	99.9%	90.1%	NA	NA

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

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

(Total number of employees that did return to work after parental leave in the reporting period * 100) / (Total number of employees due to return to work after taking parental leave in the reporting period) = Return to work rate

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

(Total number of employees retained 12 months after returning to work following a period of parental leave * 100) / (Total number of employees returning from parental leave in the prior reporting period)


ESSENTIAL INDICATORS

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

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

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

Category	FY 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	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	3,545	3,545	100	3,922	3,922	100
- Male	3,493	3,493	100	3,855	3,855	100
- Female	52	52	100	67	67	100

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)
Employee										
Male	36,796	27,608	75	31,371	85	36,198	18,556	51	31,401	87
Female	2,362	889	38	1,896	80	2,046	386	19	1,516	74
Total	39,158	28,497	73	33,267	85	38,244	18,942	50	32,917	86
Workers										
Male	3,493	3,489	100	116	3	3,855	3,855	100	1,422	37
Female	52	51	98	5	10	67	67	100	45	67
Total	3,545	3,540	100	121	3	3,922	3,922	100	1,467	37

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

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	36,796	36,796	100	36,198	36,198	100
Female	2,362	2,362	100	2,046	2,046	100
Total	39,158	39,158	100	38,244	38,244	100
Workers						
Male	3,493	3,493	100	3,855	3,855	100
Female	52	52	100	67	67	100
Total	3,545	3,545	100	3,922	3,922	100

100%
Employees and workers covered by performance and career development reviews



10. Health and safety management system:

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

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

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

Identification and mitigation of risks is central to the OMS. The OMS defines the requirements to identify the hazards, assess the risks, define the barriers and provide risk mitigation measures, which is key to preventing incidents impacting people, assets and the environment. Cross-functional operating teams review and update these risks owing to changes in the operating landscape or at least once a year. The teams use a Hazard

Identification and Task Risk Assessment Process to identify and assess task-related hazards in both routine and non-routine operating activities. The engineer in-charge conducts Tool Box Talk sessions where they explain all the work-related hazards and risks to the job executors.

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

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

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

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

ESSENTIAL INDICATORS



Lost Time Injury Frequency Rate (LTIFR):
(No. of lost time injuries in FY x 1,000,000) / (Total hours worked by all staff in same FY)

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

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

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	0.32	0.29
	Workers	0.18	0.08
Total recordable work-related injuries	Employees	14	13
	Workers	31	16
No. of fatalities	Employees	0	0
	Workers#	3	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

#Includes traffic incidents at sites.

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



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

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

1. Workforce are proactively engaged and involved in aspects related to their safety and well-being. The workforce is encouraged to report workplace-related near-misses, unsafe acts, and unsafe conditions.

2. RIL has implemented an Operating Management System (OMS) which systematically addresses the identification of hazards at the workplace, communication of the risks and the application of controls to prevent and mitigate these risks.
3. The workforce undergoes an induction before starting work so that they are familiarised with the work processes, safety rules and the hazards and the related controls in their respective tasks.

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

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

	FY 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	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

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

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

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

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

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

The Company has enhanced safety training for entire workforce including trade validation.

LEADERSHIP INDICATORS



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

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

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

1. Domestic: Depositing of statutory dues and filing of returns by value chain partners are cross checked by system with data available on Government portals. In case any deficiency/mismatch is observed, respective team takes up with the value chain partners for review and corrections.
2. International Trading: All statutory dues deducted (like TDS) / charged (like GST) by the channel partners are validated and reconciled by independent verification with the respective Government websites to ensure that appropriate credit has been received by us. For any foreign withholding taxes, the Company gets in touch

with the channel partner and gets appropriate withholding tax certificate from them. In case, it finds any discrepancy, follow up is made with the channel partner to ensure proper credit is received.

3. Chartering:

- a. Reliance has third-party vetting as well as in-house marine vetting for all its ships taken on spot or time charter. Ships are assessed based on various parameters like inspection reports, any past incident details, operator's past records, experience matrix of the crew, etc. The ships are chartered only after thorough vetting. In case of any safety concern arising from the vetting, same is scrutinised in detail and counterparties are asked to submit the risk mitigation analysis before a contract is entered with them.
- b. In the Company's ship chartering contracts, relevant clauses are in place. If the responsibility for statutory dues (Freight Tax & GST) is on counter party's account, the Company ensures that the same is deposited with relevant authorities before remitting the freight.

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

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employee	0	0	0	0
Workers	3	1	0	0

Note: Fatality count includes traffic incidents involving material handling equipment. Reverse cameras installed on all major material handling equipment to prevent recurrence of similar incidents.

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

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

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.

With its value chain spread across the globe, it is instrumental for Reliance to advance sustainability along the whole value chain to foster positive economic, environmental and societal impacts and create prosperity.

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

To further strengthen the engagement, the Company has invited suppliers to participate in the EcoVadis Sustainability Assessment—an internationally recognised evaluation covering a wide range of sustainability topics, with a strong focus on supply chain responsibility. This serves as a key platform to collaborate with the suppliers and integrate them into Reliance's sustainability journey.

During the reporting period, no significant risks or concerns related to health and safety practices or working conditions were identified through the EcoVadis assessments of our value chain partners.

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

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed

Health and safety practices	38%
Working Conditions	38%

Note: As part of our 'Sustainability Excellence Programme', we are working with an independent third-party sustainability assessment provider 'EcoVadis'. This assessment evaluates the performance of our value chain partners on 21 parameters covering 4 broader areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement which covers the requirement of this indicator. We have engaged with 80% of our suppliers, and assessed 38% value chain partners. Furthermore, in the current year, RIL has begun evaluating 12% of its customers by value through an additional third-party assessment process.

Additionally, for health and safety, onsite supplier assessments are conducted during the empanelment of new suppliers, either by RIL employees or through accredited third-party agencies such as Lloyd's, TUV, or BVQI. During the year, approximately 375 suppliers and 12,434 shipments have been assessed through this process. Additionally, an annual supplier survey is conducted, where 3,475 suppliers (responsible for material and service deliveries worth ₹ 20,450 crore) were evaluated by cross-functional teams using both qualitative and quantitative performance metrics. Suppliers are graded based on their performance, and those requiring improvement are appropriately informed and supported.

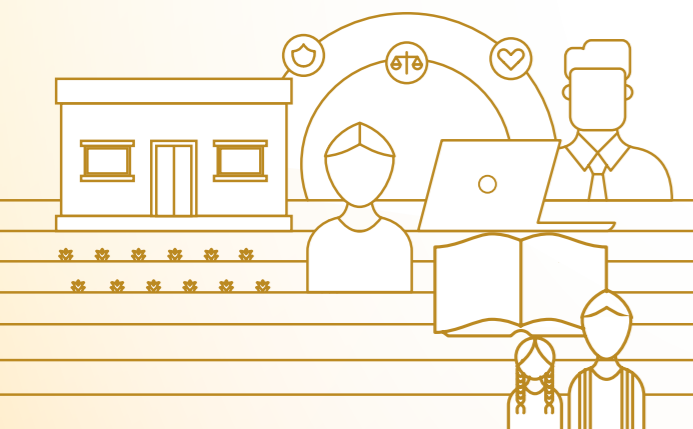
With respect to working conditions, our Supplier Code of Conduct (SCoC) emphasises the importance of occupational health and safety, and we expect our suppliers to demonstrate a strong commitment to providing a safe working environment for their employees. All contractors deploying contract workers are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

✓ All indicators that are assured.

p4

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

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



RIL's Approach

Shared Value Maximisation for Sustained Success

Reliance remains committed to protecting stakeholder interests, maximising shared value and aligning business objectives with stakeholder expectations. The Company engages regularly with stakeholders to gather valuable feedback, which informs strategic decisions and strengthens long-term impact. These structured engagements ensure that stakeholder concerns are proactively identified and addressed.



An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

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

<IR> Framework



Human Capital
Social and Relationship Capital

Stakeholders

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

Sustainable Development Goals



ESSENTIAL INDICATORS

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

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

RIL actively engages with stakeholders through transparent communication channels, integrating their perspectives into decision-making processes to foster trust and create shared value. A stakeholder survey was conducted in FY 2021-22 to understand the impact of potential material topics, resulting in a prioritised list of material topics based on their significance and overall impact.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes	E-mails, SMS, Meetings, Surveys, Feedback, Letters, Website and Internal portals	Ongoing, Need-based.	<ul style="list-style-type: none"> – To understand employee needs and opinions – To keep employees informed about the organisation's plans and procedures
Investors	No	Stock Exchange Intimations, Newspapers, Media Releases, Investor Presentations, E-mails, SMS and Chatbot Support, Website, Annual Report, Annual General Meetings, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES), Surveys, Depositories, Investor Meetings and Online Dispute Resolution Portal (ODR)	Annually, Quarterly, Half-yearly, Need-based, Real-time	<ul style="list-style-type: none"> – To keep investors updated about the organisation's performance and other corporate developments – To collate queries and feedback from investors and address them appropriately in investor communication
Customers	No	Meetings, Surveys, Web Portals, Emails, Phone calls	Annually, Monthly, Need-based, Real-time	<ul style="list-style-type: none"> – Respond to customer demands and expectations. – Improve customer experience, product and service quality
Suppliers	Yes, local suppliers.	E-mails, Phone Calls, Meetings and through Annual Reports or Compliance Filings	Real-time, Need-based	<ul style="list-style-type: none"> – Engagement with suppliers to provide services to Reliance – To improve service levels from the suppliers and address their commercial issues including terms and conditions, procedures, and payments
NGOs & Communities	Yes	Personal Meetings, Focused Group Discussions, Field Visits by Programme Teams, Knowledge Dissemination using digital platforms including social media, trainings and capacity building sessions	Quarterly, Ongoing basis	Needs Assessment, Project planning, Training and Capacity building, Community Mobilisation, Awareness building, Mentoring of Community Based Organisations, delivering care and services to remote communities, Reaching professionals and individuals such as sports persons, Professional training and support, Monitoring, Review and Learning Processes
Government and Regulations	No	Website, Portals, E-mails, Filings, Industry Forums/ Associations/ Committees	Periodic as well as event-based engagement	Engagement, advocacy, communication, collaboration for compliance with applicable regulatory framework



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

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

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

LEADERSHIP INDICATORS

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

The Company follows a stakeholder-centric approach. Stakeholder consultation on economic, environmental, and social topics is undertaken at regular intervals through various channels to understand their expectations and to reinforce stakeholders' trust. The Board of Directors (BOD) obtains feedback as well as oversees the implementation of initiatives related to the aforementioned topics and performance through its various committees.

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

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

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

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

Reliance Foundation's teams actively engage with key communities to understand their needs, address concerns, and support their development. In emergency situations such as disasters, the Foundation prioritises the safety and well-being of the most vulnerable. Additionally, it facilitates professional training, skill development, and capacity-building programs for healthcare providers, coaches, athletes, and educators to enhance impact across education, public health, and sports for development.

At Reliance, stakeholder inclusiveness is a cornerstone of its CSR initiatives, ensuring a deep understanding of the opinions and concerns of stakeholders, including vulnerable and marginalised communities and other targeted groups. Before launching a CSR project, a comprehensive assessment is conducted to determine the rationale for selecting activities that align with community needs while considering external factors. These assessments help design interventions that reflect community aspirations and concerns.

Participatory methodologies guide the development of joint action plans for community development, incorporating sustainability elements from the outset. Inputs are gathered from stakeholders, informal leaders, communities, authorities, NGOs, and government departments through meetings, Focused Group Discussions (FGDs), and other engagements. This approach helps understand the local ecosystem, implement locally relevant solutions, scale initiatives effectively, and maximise impact. Community feedback also plays a crucial role in refining CSR strategies for continuous improvement.

In sports development, a strong grassroots approach is adopted to identify talented individuals and provide them with ecosystem support. In public health, a dedicated network of health outreach professionals, supported by infrastructure such as Mobile Medical Units (MMUs), helps address key health challenges and provide essential care.

To address the concerns of communities, Reliance Foundation implements targeted interventions across various focus areas:

- » **Disaster Resilience:** Assisting vulnerable communities in coping with disasters through a comprehensive, multi-pronged prevention and mitigation strategy.
- » **Rural Development:** Enhancing rural well-being by strengthening local governance systems, equipping communities with knowledge, expertise, and livelihood solutions, and creating livelihood assets to improve the rural ecosystem.
- » **Economic Empowerment:** Building the capacities of rural communities by diversifying livelihood opportunities and creating additional sources of employment.
- » **Women's Empowerment:** Strengthening women's leadership and entrepreneurial skills while expanding their access to economic opportunities.
- » **Healthcare Access:** Establishing a multi-tiered healthcare response system, ranging from mobile and static medical units in rural and urban areas for primary and preventive healthcare services to tertiary-level hospitals.

- » **Environmental Conservation:** Promoting holistic natural resource management, including water and soil conservation, increasing green cover, facilitating climate-smart practices, and optimising resource utilisation.
- » **Education Advancement:** Enhancing access to quality education through RF Schools and Jio Institute, as well as supporting government and municipal schools with state-of-the-art digital tools to improve student learning experiences.
- » **Sports Development:** Leveraging sports as a platform to encourage learning, instil leadership skills in children and youth, and nurture emerging athletic talent across India, with the goal of strengthening the country's sports ecosystem and placing India on the global stage.

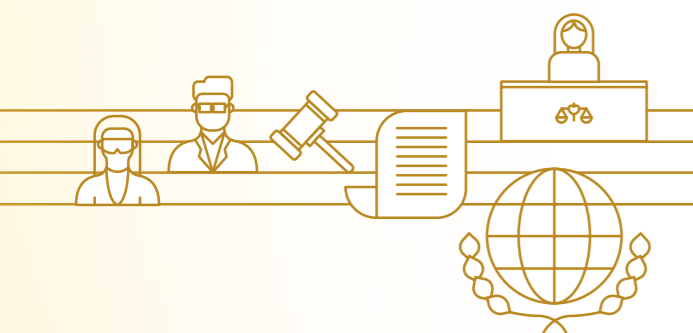
Through these strategic initiatives, Reliance Foundation continues to drive meaningful and sustainable impact, empowering communities and fostering inclusive growth.



p5

Businesses should respect and promote human rights

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



RIL's Approach

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

At RIL, ensuring every individual is covered under Human Rights is a fundamental aspect of the Company's business ethos and operational framework, embedded across its policies, processes, and practices. As an advocate of equal opportunity and human rights, RIL upholds employees' fundamental rights, including freedom of association, speech, and non-discrimination, in alignment with the Universal Declaration of Human Rights.

The Company upholds its commitment to human rights through publicly available policies such as 'Our Code,' the 'Code of Conduct,' and the 'Business Partner Code of Conduct,' embedding respect for human dignity into its business practices.



An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

- Human Rights
- Health, Safety, and Employee Well-being
- Diversity and Inclusion
- Talent Management
- Labour Management
- Grievance Redressal Mechanism
- Code of Conduct
- Sustainable Supply Chain Management
- Business Ethics, Integrity and Transparency

<IR> Framework



Human Capital
Social and Relationship Capital
Governance

Stakeholders

Employees, Suppliers

Sustainable Development Goals



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. employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	33,802	33,802	100%	32,061	32,061	100%
Other than permanent	5,356	5,356	100%	6,183	6,183	100%
Total Employees	39,158	39,158	100%	38,244	38,244	100%
Workers						
Permanent	3,545	3,545	100%	3,922	3,922	100%
Other than permanent	0	NA	NA	0	NA	NA
Total Workers	3,545	3,545	100%	3,922	3,922	100%

100%
Employees and workers covered by Human Rights trainings

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



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

Category	FY 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	31,608	Nil	Nil	31,608	100%	30,160	Nil	Nil	30,160	100%
Female	2,194	Nil	Nil	2,194	100%	1,901	Nil	Nil	1,901	100%
Other than Permanent										
Male	5,188	Nil	Nil	5,188	100%	6,038	Nil	Nil	6,038	100%
Female	168	Nil	Nil	168	100%	145	Nil	Nil	145	100%

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)
Workers										
Permanent										
Male	3,493	Nil	Nil	3,493	100%	3,855	Nil	Nil	3,855	100%
Female	52	Nil	Nil	52	100%	67	Nil	Nil	67	100%
Other than Permanent										
Male	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA
Female	Nil	NA	NA	NA	NA	Nil	NA	NA	NA	NA

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	22,47,93,442	Nil	NA
Key Managerial Personnel#	1	17,21,27,204	1	3,86,36,303
Employees other than BoD and KMP**	42,321	7,55,689	2,740	8,49,148
Workers	4,163	12,67,765	82	14,83,174

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

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

Does not include directors designated as KMPs

b. 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	6%	5%

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

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

100%
Workers and employees were paid above minimum wages


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

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

ESSENTIAL INDICATORS

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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/In voluntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

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

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

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

Yes, RIL's Business Partner Code of Conduct and Supplier Code of Conduct uphold the highest ethical standards, including respect for human rights and compliance with applicable labour laws. These principles are embedded in all our business agreements. Additionally, Reliance has adopted six core values and behaviours that guide our interactions with all stakeholders across every engagement.

10. Assessments for the year:

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

Note: The assessments were conducted by the internal audit team at Reliance

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

No significant findings noted.

LEADERSHIP INDICATORS

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

While no specific complaints have been received, the Company remains committed to addressing human rights concerns. This commitment is reflected in mandatory training programs such as the Code of Conduct and Creating a Respectful Workplace, reinforcing a culture of ethical conduct and inclusivity.

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

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

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

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	38%
Discrimination at workplace	38%
Child Labour	38%
Forced/involuntary labour	38%
Wages	38%
Others – please specify	

Note: In alignment with the comprehensive framework for sustainable sourcing (which encompasses the Company's Vision, Guiding Principles, Governance Mechanism, and supplier capability-building initiatives), Reliance is committed to upholding the highest ethical standards across all business engagements, with a strong emphasis on human rights.

The Supplier Code of Conduct (SCoC) embodies this commitment, setting clear expectations around human rights, integrity, labour practices, health and safety, environmental stewardship, and regulatory compliance.

As part of its 'Sustainability Excellence Programme', Reliance is working with an independent third party sustainability assessment provider 'EcoVadis'. This assessment evaluates the performance of the Company's value chain partners on 21 parameters covering 4 broader areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement which covers the requirement of this indicator. Reliance has engaged with 80% of its suppliers, and assessed 38% value chain partners this year. Furthermore, in the current year, RIL has begun evaluating 12% of its customers by value through an additional third-party assessment process.

As part of its responsible sourcing strategy, Reliance has implemented a clear methodology wherein suppliers holding a Silver or higher sustainability rating from EcoVadis are recognised as sustainable. This classification reinforces our dedication to ethical and environmentally responsible procurement.

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

As part of our Sustainability Excellence program, we have invited our suppliers to participate in the EcoVadis Sustainability Assessment—one of the most comprehensive evaluations focused on sustainability across supply chains. This initiative serves as a valuable platform for engaging with our suppliers and integrating them into our broader sustainability journey.

During the reporting period, EcoVadis assessments of our value chain partners revealed no significant risks or concerns related to sexual harassment, workplace discrimination, child labour, forced or involuntary labour, or wage-related issues.

38%
Value chain completed the Assessment



p6

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

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



RIL's Approach

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

RIL is making significant strides in its New Energy growth engine, a strategic move to address climate change related issues. It aims to become a leading global New Energy company, driving the transition to a more sustainable future. With an ambitious target of achieving net carbon zero by 2035, RIL is actively implementing concrete measures to realise this goal. The Company's Environment Policy outlines its strategy and key initiatives to address critical environmental concerns, aligning with the priorities of stakeholders and society.



45% of water consumed is seawater / desalinated water

An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

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

<IR> Framework



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

Stakeholders

Suppliers, Local Communities, Employees

Sustainable Development Goals



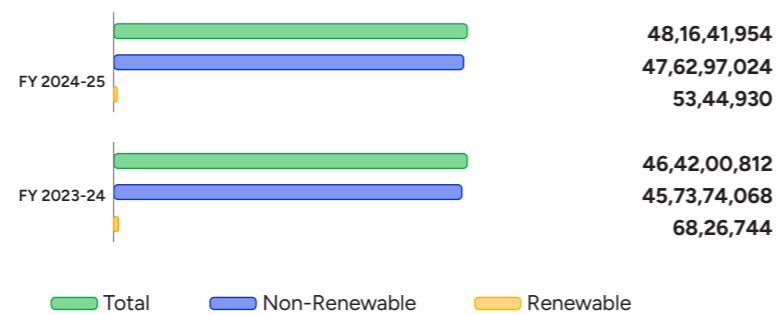
ESSENTIAL INDICATORS

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	46,312	39,459
Total fuel consumption (B)	52,98,618	66,55,958
Energy consumption through other sources (C)	-	1,31,327
Total energy consumed from renewable sources (A+B+C)	53,44,930	68,26,744
From non-renewable sources		
Total electricity consumption (D)	87,48,485	37,14,273
Total fuel consumption (E)	46,75,48,539	45,36,59,795
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	47,62,97,024	45,73,74,068
Total energy consumed (A+B+C+D+E+F)	48,16,41,954	46,42,00,812
Turnover (₹ in crore)	5,57,163	5,74,956
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/INR)	0.0000864	0.0000807
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP) (GJ / INR adjusted for PPP)	0.00179	0.00181
Energy intensity in terms of physical output (GJ/MT)	5.98	5.93
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-



ENERGY CONSUMPTION (GJ)



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

Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement, refer to page 92 of this report.

Note: The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2024-25 is 20.66 as per 2025 IMF update and for FY 2023-24 is 22.40 as per the 2024 IMF update. Physical output is the throughput of manufacturing units (Oil to Chemical business).

The reporting boundary for environment indicators includes the Company's plants in Oil to Chemical business, and Oil and Gas (Exploration & Production) business in India.

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

Yes. Under the PAT scheme of Government of India, multiple sites of RIL-Oil to Chemicals business have been declared as Designated Consumers (DCs). These include Refinery, Petrochemical (Cracker based), Chlor Alkali and Textile sector. Below is the sector-wise status of each DC in relation to the PAT targets:

Refinery Sector - DTA and SEZ, Jamnagar Manufacturing Division

In the first PAT cycle, DTA (Domestic Tariff Area) refinery has been issued 26,036 number of ESCerts and SEZ (Special Economic Zone) refinery achieved its target. The verification of audited number of ESCerts is awaited from BEE (Bureau of Energy Efficiency) for refinery's second PAT cycle (2020-2023).

Petrochemical Sector (Cracker based) – Hazira / Dahej / Vadodara / Nagothane Division

The cracker-based petrochemical sites at Hazira, Dahej, Vadodara and Nagothane were declared as DCs. These include process units of Cracker, Polypropylene, Polyethylene, Ethylene Glycol, Vinyl Chloride, Polyvinyl Chloride etc. PAT targets were assigned based on specific energy consumption. The verification of audited number of ESCerts is awaited from BEE for petrochemical's last concluded PAT cycle (2018-2022).

Chlor Alkali Sector - Dahej Manufacturing Division

Dahej Chlor Alkali plant was issued 11,949 number of Energy Savings Certificates (ESCerts) for the two completed PAT Cycles up until 2019. The current PAT Cycle 7 (2022-2025) is in progress.

Textile Sector - Naroda Textile Division

Naroda textile division was notified for the first time in PAT cycle (2017-2020). 2,256 ESCerts were purchased towards compliance for this cycle. The current PAT Cycle 7 (2022-2025) is in progress.

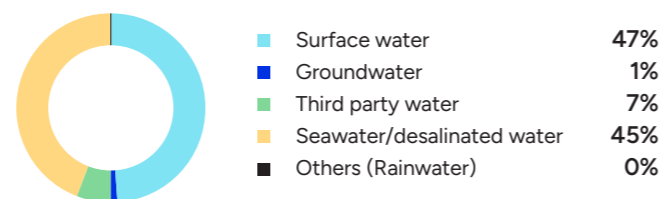
3. Provide details of the following disclosures related to water, in the following format:  

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	9,72,17,804	9,84,55,582
(ii) Groundwater	23,19,387	24,26,470
(iii) Third-party water	1,41,31,821	1,24,18,520
(iv) Seawater / desalinated water	9,45,13,209	9,05,78,519
(v) Others (Rainwater)	2,83,162	2,20,951
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,84,65,383	20,41,00,042
Total volume of water consumption (in kilolitres)	20,84,65,383	20,41,00,042
Turnover (₹ in crore)	5,57,163	5,74,956
Water intensity per rupee of turnover (Total water consumed/ Revenue from operations) (KL / INR)	0.0000374	0.0000355
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP) (KL / INR adjusted for PPP)	0.0007730	0.0007952
Water intensity in terms of physical output (KL / MT)	2.590	2.610
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

ESSENTIAL INDICATORS



WATER WITHDRAWAL BY SOURCE FY 2024-25



WATER CONSUMPTION (KL)



Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement, refer to page 92 of this report.


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	0	0
- With treatment*	60,86,770	61,97,762
(ii) To Groundwater		
- No treatment	0	0
- With treatment*	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment*	2,76,95,726	2,75,90,285
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment*	15,23,327	8,43,774
(v) Others		
- No treatment	0	0
- With treatment*	0	0
Total water discharged (in kilolitres)	3,53,05,823	3,46,31,821

* All the water discharged is treated through primary, secondary and tertiary levels to meet the norms specified.
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement, refer to page 92 of this report.

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

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

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonnes	33,972	32,485
SOx	Tonnes	14,116	14,974
Particulate matter (PM)	Tonnes	1,132	1,280
Persistent organic pollutants (POP)	Tonnes	0	0
Volatile organic compounds (VOC)	Tonnes	48,465	46,877
Hazardous air pollutants (HAP)	Tonnes	0	0
Others – please specify		-	-

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

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement, refer to page 92 of this report.

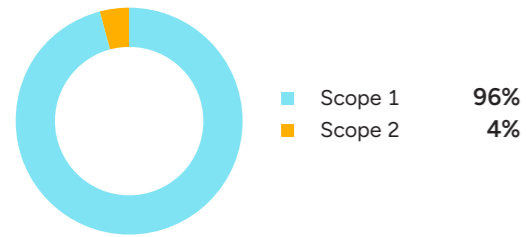
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:  

Parameter	Unit	FY 2024-25	FY 2023-24
CO ₂	Metric tonnes of CO ₂ equivalent	3,62,32,819	3,66,80,367
CH ₄	Metric tonnes of CO ₂ equivalent	21,509	30,682
N ₂ O	Metric tonnes of CO ₂ equivalent	2,04,966	1,89,226
Total Scope 1 emissions (Break-up of the GHG in to CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,64,59,294	3,69,00,275
Total Scope 2 emissions (Break-up of the GHG in to CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	14,70,097	7,81,764
Turnover (INR in crore)		5,57,163	5,74,956
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations) (MT CO ₂ e/ INR)		0.00000681	0.00000655
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) (MT CO ₂ e/ INR adjusted for PPP)		0.000141	0.000147
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT CO ₂ e/MT)		0.471	0.482
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Note: For Jamnagar Manufacturing unit, emission factors except CO₂ in Scope 1 are sourced from peers from the same sector. Other units refer to IPCC guidelines for emission factors. Further, grid emission factor for Scope 2 is sourced from the Ministry of Power.

ESSENTIAL INDICATORS

GHG EMISSIONS FY 2024-25 (tCO₂e)



Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement refer to page 92 of this report.

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

Reliance remains committed to become Net Carbon Zero by 2035. This year, the Company advanced its efforts by implementing key GHG reduction measures – focusing on energy efficiency improvements, continued use of renewable energy and transitioning to cleaner fuels.

Major energy conservation schemes implemented are “Uprates in Gas Turbines with Advanced gas path components”, “Process heat integration in Diesel Hydro Desulfurization (DHDS) plant” and “Recovery of vent gas from Deisopentanizer column”, among others. Other initiatives include switching from carbon-rich fuel to carbon-lean fuel at Silvassa site, resulting in reduction of GHG emissions.

Additionally, other manufacturing sites (Hazira, Dahej, Hoshiarpur and Barabanki) continued the usage of biomass as co-firing with coal.

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

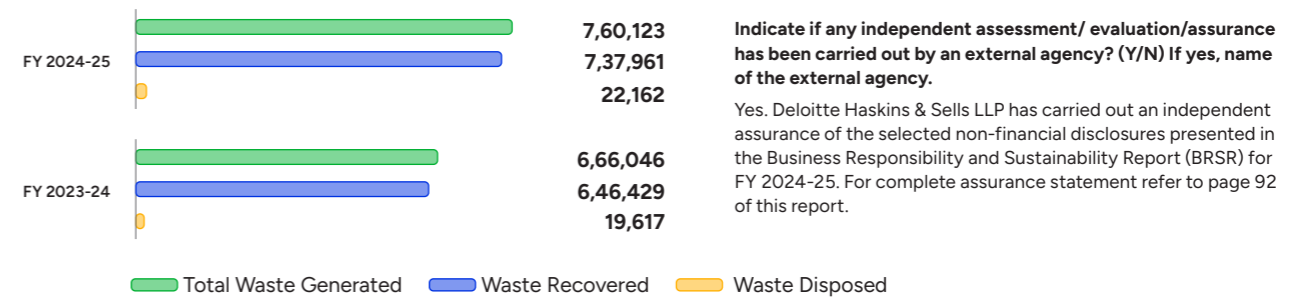
Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,689	3,518
E-waste (B)	259	91
Bio-medical waste (C)	10	10
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	656	185
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any (G)	1,21,782	99,229
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	6,33,727	5,63,013
Total (A+B + C + D + E + F + G + H)	7,60,123	6,66,046
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (MT/INR)	0.000000136	0.000000116
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR adjusted for PPP)	0.00000282	0.00000259
Waste intensity in terms of physical output (MT/MT)	0.0094	0.0085
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	6,35,282	5,62,805
(ii) Re-used	1,02,679	83,624
(iii) Other recovery operations	Nil	Nil
Total	7,37,961	6,46,429

BRSR Core indicators All indicators that are assured.

Parameter	FY 2024-25	FY 2023-24
Recycled, re-used, recovered waste intensity (Waste recycled, re-used, recovered /Total waste generated)	0.97	0.97
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	14,193	12,554
(ii) Landfilling	7,959	7,053
(iii) Other disposal operations	10 (Biomedical Waste)	10 (Biomedical Waste)
Total	22,162	19,617
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed /Total waste generated)	0.03	0.03

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

WASTE MANAGEMENT (MT)



Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement refer to page 92 of this report.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The resources and materials that are utilised in the manufacturing processes at RIL are utilised optimally with minimum generation of waste by deploying the best of technologies to operate the units with maximum efficiently. Waste management practices are aimed at reduction, resource recovery, reuse and recycling and off-site disposal in compliance with regulatory provisions. All manufacturing sites are ISO 14001 certified, which helps in adopting sound waste management procedures. For management of hazardous waste, ‘Authorisation’ from State Pollution Control Board (SPCB) is duly obtained and the conditions therein are fully complied with. The provisions of the “Hazardous

and Other Wastes (Management and Transboundary Movement) Rules, 2016” are also fully followed. It is ensured that the waste generated is internally utilised to the maximum extent and the recyclable waste is disposed through authorised reprocessors for recovery of valuable resources. Agreements with cement plants to dispose waste for co-processing in their plants as Alternate Fuel and Raw Material (AFR) are in place. All manufacturing sites are members of Common Hazardous Waste Treatment, Storage and Disposal Facility (CHWTSDF), where the remaining hazardous waste is disposed. The non-hazardous waste generated at manufacturing site is disposed through registered parties for recycle and recovery of resources. Other non-hazardous waste is disposed in a scientific, environmentally sound manner and by adopting good practices.

ESSENTIAL INDICATORS

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

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

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
Expansion of Dahej Manufacturing Division (DMD)	SO 1533	Sept 2006	Yes	Yes	parivesh.nic.in
Expansion of Nagothane Manufacturing Division (NMD)	SO 1533	Sept 2006	Yes	Yes	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
	None	Not Applicable	Not Applicable	Not Applicable



LEADERSHIP INDICATORS

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

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

- a. Name of the area: Rewari
- b. Nature of operations: Storage of petroleum products
- c. 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	Nil	Nil
(ii) Groundwater	3,116	1,893
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	3,116	1,893
Total volume of water consumption (in kilolitres)	3,116	1,893
Turnover (₹ in crore)	5,57,163	5,74,956
Water intensity per rupee of turnover (Water consumed / turnover) (KL/INR)	0.00000000056	0.00000000033
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(ii) Into Groundwater		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(iii) Into Seawater		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(iv) Sent to third parties		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
(v) Others		
– No treatment	Nil	Nil
– With treatment	Nil	Nil
Total water discharged (in kilolitres)	Only sewage is generated, which is discharged to soak pits	Only sewage is generated, which is discharged to soak pits

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes. Deloitte Haskins & Sells LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2024-25. For complete assurance statement, refer to page 92 of this report.

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

-

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

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

All indicators that are assured.

LEADERSHIP INDICATORS



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	Production of circular plastics from pyrolysis oil generated from waste plastics and biomass	Co-processed waste plastic Pyrolysis Oil in Jamnagar refinery for production of circular polymer CircuRelene® & CircuRepol®. Successfully processing Pyrolysis Oil in Coker unit and work is in progress to process in FCC unit of refinery also with in-house developed process.	RIL becomes the ISCC Plus certified first Indian refinery for the 2 nd consecutive year (successfully renewed in August 2024 based on audit conducted by ISCC committee).
2	Biomass to Bio-Syngas/H₂: Catalytic Gasification Technology. To develop a reliable single step catalytic gasification process for the conversion of biomass to bio-syngas/H₂	Fine-tuning of catalyst, generation of yield data with different biomass and development of process models.	Reliable low temperature catalytic gasification will allow sustainable production of bio-syngas/H ₂ from waste agri biomass as feedstock.
3	Value creation from refining waste to create anti-coking agent	Initiative taken for production of anti-coking agent - RELSULFAC for utilisation in refining units and replacing costly imported commercial additive.	Indigenous anti-coking agent - RELSULFAC was used for catalyst sulfidation by replacing conventional additive.
4	CO₂ Utilisation (RWGS)	RIL R&D has developed a heterogenous catalyst for conversion of CO ₂ to chemicals through syngas production.	Demonstrated the process at pilot scale to utilise CO ₂ as a raw material to produce syngas that can be used for the manufacture of sustainable chemicals & fuels.

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

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

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

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

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

With most of the crude being supplied to RIL by sea vessel, and the overwhelming majority of refined products being exported by sea, road and pipeline, the Company faces the risk of HSE incidents, oil spills and so on, which may lead to significant adverse impact to the environment. RIL has a strong vessel vetting, incident monitoring and emergency response system. RIL's augmented ship vetting programme ensures that the vessels that are contracted to carry RIL Cargo are screened based on risk prior to their induction. Vendor management audits are carried out at prescribed intervals for time charters and STS service providers in accordance with the Marine Assurance Framework. RIL control framework for road transportation has matured over a period of time and is run in collaboration with contractors. The contractors are supported by the Company through capacity building for their drivers in areas such as defensive driving, route hazard mapping and real time tracking. A dedicated state-of-the-art emergency response centre provides emergency response to transporters.

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

As part of our 'Sustainability Excellence Programme', we are working with an independent third-party sustainability assessment provider 'EcoVadis'. This assessment evaluates the performance of our value chain partners on 21 parameters covering 4 broader areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement, which covers the requirement of this indicator. We have engaged with 80% of our suppliers, and assessed 38% value chain partners. Furthermore, in the current year, RIL has begun evaluating 12% of its customers by value through an additional third-party assessment process.

During the reporting period, EcoVadis assessments of our value chain partners revealed no significant risks or concerns related to environmental impacts.

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

a. By the listed entity

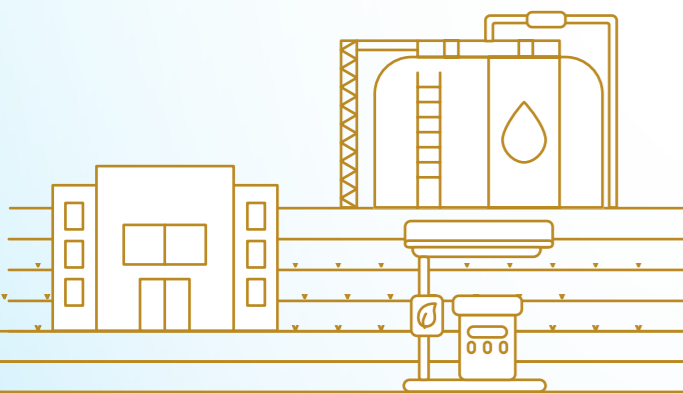
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

None generated or procured by the entity in FY 2024-25.

P7

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

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



RIL's Approach

Collaborating for an Ethical Business

As a producer of petrochemical products, RIL is cognisant of its responsibility and impact on society. To uphold this commitment, it actively collaborates with government agencies, leading academic institutions, and industry partners to address environmental and societal challenges. RIL remains dedicated to sustainability through initiatives focused on reducing plastic waste and advancing circular solutions.



Zero instances of anti-competitive conduct

An Ethics and Compliance Task Force (ECTF)

Has been set up to oversee and monitor the implementation of ethical business practices within Reliance

An Integrated Approach to Sustainable Growth

Interlinkages		
<p>RIL'S Material Topics</p> <p>Business Ethics, Integrity and Transparency</p> <p>Code of Conduct</p>	<p><IR> Framework</p> <p>S G</p> <p>Social and Relationship Capital</p> <p>Governance</p>	<p>Stakeholders</p> <p>Government/regulators</p> <hr/> <p>Sustainable Development Goals</p> <p>16 PEACE AND JUSTICE STRONG INSTITUTIONS</p> <p>17 PARTNERSHIPS FOR THE GOALS</p>

ESSENTIAL INDICATORS

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

45

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.

Below is the list of all 45 trade and industry chambers/ associations that the entity is a member of:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Alkali Manufacturers Association of India (AMAI)	National
2	All India Flat Tape Manufacturer's Association (AIFTMA)	National
3	All India Management Association (AIMA)	National
4	All India Plastic Manufacturers Association	National
5	All India Rubber Industries Association (AIRIA)	National
6	Alliance to End Plastic Waste (AEPW)	International
7	American Chemistry Council (ACC)	International
8	Asia Pacific Vinyl Network (APVN)	International
9	Association of Man -Made Fibre Industry of India (AMFII)	National
10	Association of Oil and Gas Operators in India (AOGO)	National
11	Association of Synthetic Fibre Industry (ASFI)	National
12	Automotive Research Association of India (ARAI)	National
13	Automotive Tyre Manufacturers' Association (ATMA)	National
14	Bombay Chamber of Commerce & Industry	National
15	British Safety Council	National
16	Centre for Chemical Process Safety (CCPS)	International
17	Chemicals and Petrochemicals Manufacturers Association (CPMA)	National
18	Chemicals Export Promotion Council (CHEMEXCIL)	National
19	Confederation of Indian Industry (CII)	National
20	Cotton Association of India (CAI)	National
21	European Chemical Industry Council (CEFIC)	International
22	European Petrochemical Association (EPCA)	International
23	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
24	Federation of Indian Petroleum Industry (FIPI)	National
25	Gulf Petrochemicals & Chemicals Association (GPCA)	International
26	Indian Auto LPG Coalition	National
27	Indian Beverages Association (IBA)	National
28	Indian Centre for Plastics in the Environment (ICPE)	National
29	Indian Chemical Council (ICC)	National
30	Indian Institute of Packaging (IIP)	National
31	Indian Vinyl Council (IVC)	National
32	International Institute of Synthetic Rubber (IISRP)	International
33	International Rubber Study Group (IRSG)	International
34	International Textile Manufacturers Federation (ITMF)	International
35	LASTFIRE	International
36	Manmade & Technical Textiles Export Promotion Council (MATEXIL)	National
37	National Safety Council (NSC)	National
38	Organisation of Plastic Processors of India (OPPI)	National
39	PET Packaging Association for Clean Environment (PACE)	National
40	Plastics Export Promotion Council (PLEXCONCIL)	National
41	The Advertising Standards Council of India (ASCI)	National
42	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
43	The Catalyst Group Inc	International
44	uPVC Window & Door Manufacturers Association (UWDMA)	National
45	World Plastics Council (WPC)	International

Note: This is not an exhaustive list.

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

Name of authority	Brief of the case	Corrective action taken
NA	No case to report	NA

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.	As a responsible corporate, RIL understands its role in advocating policies, which ensures a positive impact on the society. The Company's approach to advocacy is guided by its Code of Conduct. The Company focuses on building and sustaining mutually beneficial relationships with government, regulators, trade unions, investors, suppliers and communities for ensuring a smooth governance and enhancing social and environmental conditions.	Engagement with authorities are undertaken after taking due consideration of our as well as the larger national interest.	No	NA	NA

P8

Businesses should promote inclusive growth and equitable development

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



RIL's Approach

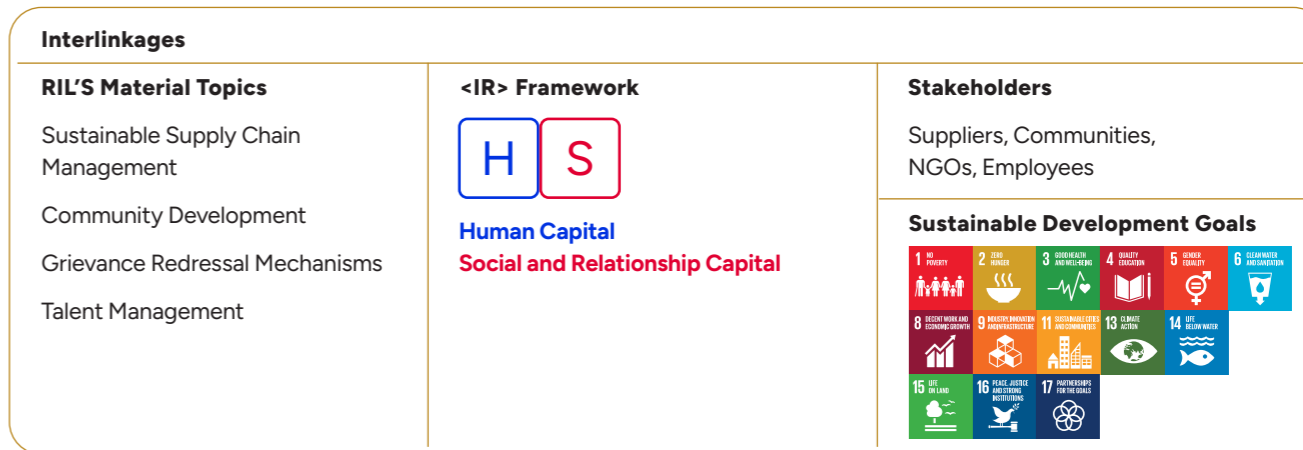
Creating a Better Tomorrow for India and all Indians

Reliance Industries Limited (RIL) remains committed to holistic and inclusive growth, seamlessly integrating digital transformation with grassroots engagement. This dual approach blends modern solutions with traditional community values, aligning with India's vision for Viksit Bharat.

Guided by its overarching Corporate Social Responsibility Policy and Reliance Group Business Partner Code of Conduct, the Company ensures that social well-being is deeply embedded within its value chain. Reliance envisions a future where growth is inclusive, innovation is transformative, and progress uplifts every community. Rooted in the core values of compassion, humility, and excellence, the Company continues to drive meaningful impact through education, healthcare, and sustainable livelihoods—empowering millions across India.



An Integrated Approach to Sustainable Growth



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
SIA was not applicable for the current financial year. However, independent external impact assessments were taken up for specific projects.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Nil / Not applicable						

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

RIL has both formal and informal channels in place for engaging with its communities. At all its manufacturing sites, the Corporate Affairs Department personnel engages with the local communities and ensures that the Company's business operations are carried out having regard to the needs of the communities and keeping the larger objective of community welfare in mind. Reliance ensures that a significant number of the contractors and workmen employed by us are from the local communities. Grievances are received through the Company's Corporate Affairs Team, and these are appropriately addressed through both the local and corporate-level leadership teams. Communication can also be shared via verbal channels, e-mails, telephonic conversations, and

meetings. All grievances are taken seriously and there is a transparent process through which the resolutions are communicated both externally and internally to key stakeholders.

Additionally, RIL vendor partners are facilitated by a grievance redressal mechanism (SevaFirst Portal) wherein they can take up issues pertaining to various domains of supply chain (payment, vendor configuration issues, among others) with appropriate channel for timely resolution. Further, the grievances received are tracked to their completion status regularly.



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

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	11.57%	4.81%
Directly from within India	27.18%	27.86%

Note: The boundary of sourcing for MSMEs/small producers is Indian suppliers and for the input materials sourced directly from within India is global suppliers. The Company evaluated its vendors' MSME status and updated active vendors under the sourcing category, respectively.

11.5%
Input material sourced from MSME/ small producers in FY 2024-25

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	3.34%	9.13%
Semi-urban	6.70%	9.82%
Urban	25.20%	22.12%
Metropolitan	64.71%	58.83%

Note: For 2024-25, 0.05% of salaries paid have been to employees who are not located in India. For 2023-24, 0.10% of salaries paid have been to employees who are not located in India.

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



- Small producers mean those where the owner herself or himself is a worker and includes informal and/or producers such as self-help groups and home-based workers as well as producer-owned entities such as cooperatives, producer companies.
- MSME is defined by Ministry of MSME as:
 - » Micro: Investment in Plant and Machinery or Equipment not more than ₹ 1 crore and Annual Turnover not more than ₹ 5 crore
 - » Small: Investment in Plant and Machinery or Equipment not more than ₹ 10 crore and Annual Turnover not more than ₹ 50 crore
 - » Medium: Investment in Plant and Machinery or Equipment not more than ₹ 50 crore and Annual Turnover not more than ₹ 250 crore

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	Not Applicable

Note: No negative impact has been identified.

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Andhra Pradesh	Visakhapatnam	22,88,927
2	Bihar	Gaya	14,30,000
3	Bihar	Purnia	41,04,596
4	Bihar	Sitamarhi	9,11,687
5	Gujarat	Narmada	1,29,08,651
6	Jammu & Kashmir	Baramulla	1,40,000
7	Jharkhand	Bokaro	5,55,000
8	Jharkhand	East Singhbhum	5,55,000
9	Jharkhand	Palamu	2,50,957
10	Jharkhand	Ranchi	34,88,071
11	Karnataka	Raichur	2,86,747
12	Kerala	Waynad	11,36,455
13	Madhya Pradesh	Barwani	55,70,360
14	Madhya Pradesh	Chhatarpur	15,97,60,707
15	Odisha	Balangir	1,26,42,483
16	Odisha	Kalahandi	2,33,31,983
17	Odisha	Dhenkanal	60,559
18	Tamil Nadu	Ramanathapuram	8,90,602
19	Tamil Nadu	Virudhunagar	13,51,125
20	Uttar Pradesh	Balrampur	12,47,798
Total			23,29,11,707

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

Reliance is dedicated to supporting local communities and businesses surrounding our plants by encouraging the engagement of suppliers and contractors located within a 100-kilometre radius, thereby strengthening the local economy. The Company's Management reaffirms its commitment to the local communities by having a deeper engagement and measuring the increment year-on-year basis.

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

RIL's P&C engages with suppliers and contractors located in the same geography (100-km radius of our plants) to support the local economy. In the FY 2024-25, total of 4,957 suppliers from the nearby geography (i.e. 100-km radius) delivered Goods and services worth ₹ 13,255 crore to RIL sites.

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

The sourcing done locally (i.e. within 100-km radius) is 13.5% by value of our total domestic sourcing by value.

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

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Rural Transformation - small and marginal farmers, fisherfolk, livestock owners and landless	15,08,000	100%
2	Women Empowerment - women supported towards empowerment	6,15,000	100%
3	Health - beneficiaries with access to quality preventive, primary, secondary, and tertiary care	46,03,389	100%
4	Education - children with access to quality education	26,28,910	100%
5	Sports for Development - youth who have access to training and coaching	1,49,100	100%
6	Disaster Response - number of community members supported	1,56,000	100%
7	Others - number of community members supported through Annaseva, free meals to the poor, skilling and employment, old age home support, etc.	4,34,000	100%
Total		1,00,94,399	100%

p9

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

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



RIL's Approach

Customer Centricity- The key to a Sustainable Future

Customer centricity is at the core of RIL's business strategy, driven by innovation and technology to create greater value across all its operations. The Company is shaping a smarter, more connected future by harnessing advanced technologies and innovation. Committed to responsible data management, RIL upholds world-class cybersecurity and privacy standards, ensuring a seamless and secure customer experience.



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

An Integrated Approach to Sustainable Growth

Interlinkages

RIL'S Material Topics

- Data Privacy and Cybersecurity
- Customer Satisfaction

<IR> Framework



Intellectual Capital
Social and Relationship Capital

Stakeholders

Customers

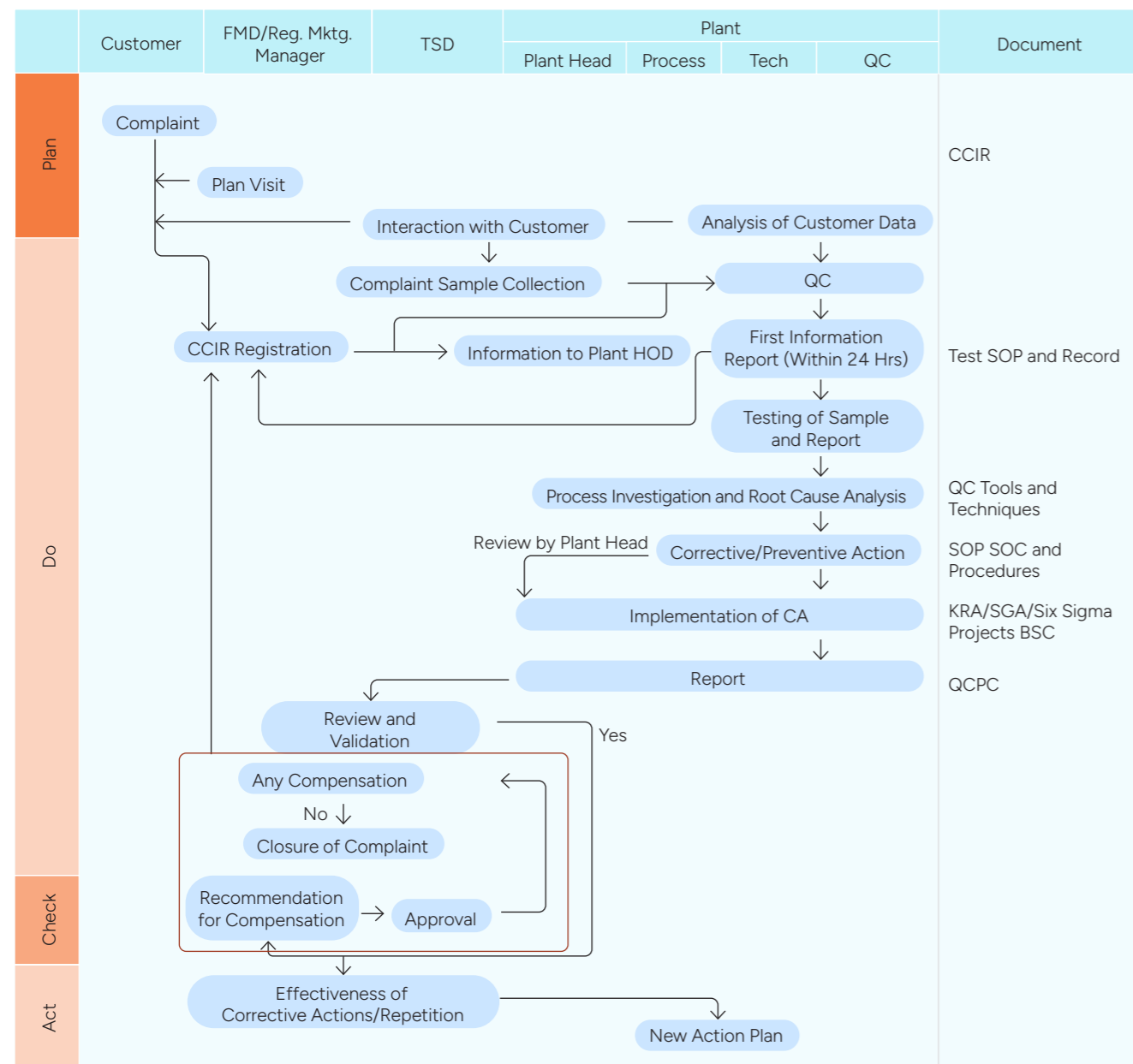
Sustainable Development Goals



ESSENTIAL INDICATORS

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

The regional sales account managers handle customer complaints. In case of any complaint, the customer intimates the service provider (RIL) of the issue. Thereafter, the relevant department resolves the customer issue, and the marketing group ensures appropriate closure of the complaints. The regional sales team registers the customer complaint on the portal. The image below depicts the macro level general process flow diagram.



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

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	
Safe and responsible usage	100% Material Safety Data Sheet (MSDS) shared with customers and available on www.ril.com .
Recycling and/or safe disposal	

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

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cybersecurity	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

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

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

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

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

NA

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

a. Number of instances of data breaches

0

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

0

c. Impact, if any, of the data breaches

Not applicable

BRSR Core indicators All indicators that are assured.

LEADERSHIP INDICATORS

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

All information about our products and services is available on the Company website: www.ril.com

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

S. No.	Application Name – Web Portal
1	https://www.recron.com/
2	https://www.ril.com/
3	https://ebiz.ril.com/irj/portal
4	https://www.recroncertified.com/
5	http://www.recronmalaysia.com/
6	https://fcht.r-elan.com/fcht/#/login
7	https://recronfs.com/
8	https://www.r-elan.com/
9	https://reflex.in/
10	https://www.relwood.in/
11	https://recongengold.com/
12	https://www.reliancesibur.com/
13	https://reliancecomposites.com/
14	https://relinforce.com/
15	https://www.tuffrel.com/
16	https://www.hexarel.com/
17	https://customerfirst.ril.com/cp/#/login

Information on all Polyester products can be accessed on following web-links:

S. No.	Application Name – Web Portal
i	https://www.oeko-tex.com/en/buying-guide
ii	http://recron.com/
iii	https://www.ril.com/businesses/petrochemicals/polyesters
iv	Also Available on the RIL website: https://www.ril.com/businesses/petrochemicals/fibre-intermediates

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

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

The Company ensures customers are informed about the safe and responsible usage of its petrochemical products. It ensures that the customers are provided with relevant product information, including safety data sheets and usage instructions. Periodic workshops and training sessions are conducted for distributors and end-users, focusing on best practices in product handling and usage.

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

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

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

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

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

Additionally, for E&P, there are mechanisms in place to promptly inform consumers through e-mails and calls of any risk of disruption/discontinuation of gas supply.

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

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

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

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

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

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

To the Board of Directors

of Reliance Industries Limited

1. We have undertaken to perform a reasonable assurance engagement, for **Reliance Industries Limited** (the "Company") vide our engagement letter dated December 23, 2024, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility & Sustainability Report (the "BRSR" or the "Report") of the Company for the year ended March 31, 2025. This engagement was conducted by a multidisciplinary team including assurance practitioners and environmental engineers and specialists.

2. Identified Sustainability Information

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

3. Criteria

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

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 (the "SEBI Master Circular");
- SEBI Press Release PR No.36/2024 dated December 18, 2024;
- Industry Standards on Reporting of BRSR Core as per SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024; and
- SEBI Circular SEBI/HO/CFD/CFD - PoD- 1/P/ CIR/2025/42 dated March 28, 2025.

4. Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. Inherent limitations

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

6. Our Independence and Quality Control

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

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

7. Our Responsibility

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

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 Assurance Engagements on Greenhouse Gas Statements (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

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

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

8. Reasonable Assurance

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

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

The assurance procedures are performed at corporate level and for manufacturing plants located at Barabanki, Dahej, Hazira, Hoshiarpur, Jamnagar DTA, Jamnagar SEZ, Jamnagar C2 complex, Nagothane, Naroda, Patalganga, Silvassa, Vadodara; for Terminal Operations and for On-shore and Off-shore exploration and production facilities at Gadimoga and Shahdol.

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

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including environment team, energy team, sustainability team, compliance team, human

resource team amongst others and those with the responsibility for preparation of the Report;

- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at manufacturing plants and other locations on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Tested the key assumptions, emission factors and methodologies used for calculation of GHG emissions;
- Tested the Company's process for collating the sustainability information through agreeing or reconciling the sustainability information with the underlying records on a sample basis; and
- Tested the consolidation for various plants, locations and offices on a sample basis under the reporting boundary for ensuring the completeness of data being reported.

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

9. Exclusions

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

- Operations of the Company other than the Boundary mentioned in the Identified Sustainability Information listed in Appendix I.
- Aspects of the Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

10. Other information

The Company’s management is responsible for the other information. The Other information comprises the information included within the BRSR, other than Identified Sustainability Information and our independent assurance report dated April 25, 2025, thereon.

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

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

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

11. Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix I for the year ended March 31, 2025 are prepared in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

12. Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company’s sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **Deloitte Haskins & Sells LLP**
Chartered Accountants
(Firm’s Registration No. 117366W / W-100018)
Pratiq Shah
Partner
Membership No. 111850
UDIN : 25111850BNUHLM8783

Place: Mumbai

Date: April 25, 2025

Appendix I Identified Sustainability Information subject to Reasonable Assurance

Part A: BRSR Core Indicators

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

Appendix I

Identified Sustainability Information subject to Reasonable Assurance

S. No.	Reporting Standard Reference	Description of Indicator	Boundary for assurance (Refer notes)
13	P-6 [E], Question 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity: – Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Note 2
14		– Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Note 2
15	P-6 [E], Question 7	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations) Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for PPP (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Note 2
16	P-6 [E], Question 9	Details related to waste management by the entity: – Total waste generated: Plastic waste, E-waste, Construction demolition waste, Biomedical waste, Battery waste, radioactive waste, Other Hazardous waste and Non-hazardous waste.	Note 2
17		Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) Waste intensity per rupee of turnover adjusted for PPP (Total waste generated / Revenue from operations adjusted for PPP)	Note 2
18	P-6 [E], Question 9	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	Note 2
19	P-6 [E], Question 9	Each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	Note 2
20	P- 8 [E], Question 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers: – Directly sourced from MSMEs/ small producers – Directly from within India	Note 1
21	P-8 [E], Question 5	Job creation in smaller towns: Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) as % of total wage cost	Note 1
22	P-9 [E], Question 7	Information relating to data breaches: – Number of instances of data breaches – Percentage of data breaches involving personally identifiable information of customers – Impact, if any, of the data breaches	Note 1

Notes:

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

Part B - BRSR Indicators (other than BRSR Core)

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

Notes:

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



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