



Date: August 8, 2025

To,
BSE Limited
Corporate Relationship Department
25th Floor, Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001
Scrip Code: 543258

To
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C-1, Block G,
Bandra Kurla Complex, Bandra (East)
Mumbai -400051
NSE Symbol: INDIGOPNTS

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25 -Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 issued by SEBI in this regard, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2024-25, which also forms part of the Annual Report for the Financial Year 2024-25.

A copy of BRSR is also available on the Company's website at <https://indigopaints.com/investors/annual-reports/>

This is for your information and records.

Thanking you.

For Indigo Paints Limited

Sayalee Yengul
Company Secretary
& Compliance Officer

Encl.: As above



Business Responsibility and Sustainability Report

A: General Disclosures

A.1: Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity :	L24114PN2000PLC014669
2.	Name of the listed entity :	INDIGO PAINTS LIMITED
3.	Date of incorporation :	28-03-2000
4.	Registered office address :	Indigo Tower, Street-5, Pallod Farm-2, Baner Road, Pune- 411045, Maharashtra
5.	Corporate address :	Same as Registered Office Address
6.	E-mail :	secretarial@indigopaints.com
7.	Telephone :	020-66814300
8.	Website :	www.indigopaints.com
9.	Financial year for which reporting is being done :	April 1, 2024 – March 31, 2025
10.	Name of the stock exchange(s) where shares are listed :	BSE, NSE
11.	Paid-up Capital (in ₹) :	₹ 47,63,47,070/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report :	Chetan Bhalthandra Humane, Chief Financial Officer, 020-66814300, secretarial@indigopaints.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). :	Standalone basis
14.	Whether the company has undertaken reasonable assurance of the BRSR Core? :	No
15.	Name of assurance provider :	NA
16.	Type of assurance obtained :	NA

A.2: Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
	Manufacturing	Manufacturing and supply of Paints, varnishes, enamels or lacquers	100

18. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC code	% of total turnover contributed
	Manufacturing of Paints, varnishes, enamels or lacquers	202	100

A.3: Operations

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

Location	Number of plants	Number of offices	Total
National	5	54	58
International	0	0	0

20. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	36
International (No. of Countries)	1

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

0.23

c. A brief on types of customers

The Company is in the business of manufacturing, trading and selling of wide range of paints and allied products. It serves a diverse set of customers. It offers a wide range of paint and products for various applications, including decorative paints and wood finishes.

A.4: Employees

21. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	993	977	98.39	16	1.61	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D + E)	993	977	98.39	16	1.61	0	0
WORKERS								
4.	Permanent (F)	52	32	61.54	20	38.46	0	0
5.	Other than Permanent (G)	808	706	87.38	102	12.62	0	0
6.	Total workers (F + G)	860	738	85.81	122	14.19	0	0

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	1	1	100	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100	0	0	0	0
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	1	1	100	0	0	0	0
6.	Total differently-abled workers (F + G)	1	1	100	0	0	0	0

22. Participation/inclusion/representation of women:

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	2	1*	50

*Note: Ms. Dayeeta Gokhale, Key Managerial Personnel has resigned from 18.02.2025

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

Particulars	FY 2024 - 2025 (Turnover rate in current FY)				FY 2023-2024 (Turnover rate in previous FY)				FY 2022-2023 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
	Permanent Employees	31.73	31.25	0	31.72	21.91	5.26	0	21.61	17.4	8.33	0
Permanent Workers	6.25	10	0	7.69	5.26	5.26	0	5.26	7.5	0	0	

A.5: Holding, Subsidiary and Associate Companies (including joint ventures)

24. Details of holding/subsidiary/associate companies/joint ventures.

S. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
	Apple Chemie (India) Private Limited	Subsidiary	51.0	No

A.6: CSR Details

25. CSR details of the company:

a. Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes

b. Turnover (in ₹)

1,27,719.20 Lakhs

c. Net worth (in ₹)

1,04,813.67 Lakhs

A.7: Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place?	If Yes, then provide web-link for policy	FY 2024 - 2025			FY 2023-2024			If NA, then provide the reason
			Current Financial Year			Previous Financial Year			
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	-	-	-	-	-
Investors (other than shareholders)	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	-	-	-	-	-
Shareholders	Yes	https://indigopaints.com/investors/corporate-governance-2/	1	-	Refer Note no 6	-	-	Refer Note no 6	-
Employees and workers	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	-	-	-	-	-
Customers	Yes	https://indigopaints.com/investors/corporate-governance-2/	9	-	-	51	4	-	-
Value chain partners	Yes	https://indigopaints.com/investors/corporate-governance-2/	-	-	-	-	-	-	-

Notes:

- Communities- All of the factories of the Company are located in the industrial areas. The factory managers regularly coordinate with the industrial representative bodies and local government bodies to address any grievances received from the local communities.
- Investors and Shareholders- The Company has a dedicated email id i.e. secretarial@indigopaints.com on which the investors and shareholders can raise their grievances. Additionally, shareholders can lodge complaints with respect to shares with the Registrar and Share Transfer Agent (RTA) by emailing at umesh.sharma@in.mpms.mufg.com
- Employees and workers- The Company has in place Internal Complaints Committee and employees and workers can approach our HR Department for registering their grievances. Additionally, employees can register their grievances as per Vigil Mechanism / Whistle Blower Policy of the Company.
- Customers- The Company has a dedicated email id and customer care phone number i.e. info@indigopaints.com and +91 2931281162 on which the customers can raise their grievances.
- Value Chain Partners- The Company has a Supplier Code of Conduct in place to address the grievances raised by value chain partners.
- During the financial year 2023-24 and financial year 2024-25, there were 7 and 8 requests from the shareholders respectively. These requests inter-alia include revalidation of dividend warrants, KYC updation, registration of nomination. These requests were served and resolved in respective quarter in which requests were reported.

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

S. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
	Resource Use - Water Management	R	Water is a primary raw material in the manufacturing of water based paints	Since the availability of water is restricted, the Company endeavors to use water judiciously. The Company has taken steps to install rain water harvesting facility at all of its factories. Also to recharge the ground water, the Company at one of its factory premises has created water recharging pond.	Negative Implications
	Resource Use- Energy Consumption	R&O	Energy (Electricity) is a key input in the manufacturing process to run the factories	Excess usage of electricity generated through fossil fuels impacts the environment negatively. The Company is actively implementing and exploring usage of energy generated from renewable resources including solar and wind. In our endeavor to minimize the usage of energy, the Company has already commissioned 20kW of Solar panel generation capacity at Pune and installed 330 kW of solar generation capacity at our Kochi facility.	Negative Implications
	People and Community	O	Employees and Community are the most important stakeholders.	The Company ensures safe and healthy work atmosphere by providing appropriate trainings and safety equipment. The Company also implements equal opportunity policy and prevention of child labor in all its offices and factories. The Company has also instituted a robust CSR program for uplifting the marginal sections of the community by providing education assistance to girl children, healthcare and training programs for painters.	Positive Implications
	Governance	O	The Company ensures highest level of corporate governance and compliances with the statutory authorities	-	Positive Implications
	Cyber Security	R	All our stakeholder engagements, including billing and purchasing, are managed through ERP systems. This could pose some digital risks, including potential cybersecurity threats.	Ensuring data security is a top priority for our company, as it is crucial for any business. To mitigate risks arising from cyber threats, we take daily backups of our cloud storage data. Additionally, we have implemented disaster recovery and business continuity plans to safeguard our operations.	Negative Implications

B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

- P1** Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
- P2** Businesses should provide goods and services in a manner that is sustainable and safe
- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4** Businesses should respect the interests of and be responsive towards all its stakeholders
- P5** Businesses should respect and promote human rights
- P6** Businesses should respect, protect, and make efforts to restore the environment
- P7** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8** Businesses should promote inclusive growth and equitable development
- P9** Businesses should engage with and provide value to their consumers in a responsible manner

B.1: Policy and management processes

1-6. Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.					Yes				
1 b. Has the policy been approved by the Board?					Yes				
1 c. Web Link of the Policies, if available									https://indigopaints.com/investors/corporate-governance-2/
2. Whether the entity has translated the policy into procedures.					Yes				
3. Do the enlisted policies extend to your value chain partners?					Yes				
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.					All policies confirm to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct.				
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.					Please refer to the Sustainability initiatives Section forming a part of the Annual Report on Page 23				
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.					Please refer to the Sustainability initiatives Section forming a part of the Annual Report on Page 23				

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.)

Mr. Hemant Kamala Jalan, Chairperson and Managing Director of the Company is the director responsible for the business responsibility report. For the statement, refer to the Chairperson's Message on Page 4

8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).

Name- Mr. Chetan Bhalchandra Humane Designation- Chief Financial Officer

9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?

a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues?

Yes

b. If yes, provide details

Mr. Hemant Kamala Jalan, Chairperson and Managing Director oversees and periodically review Business Responsibility and Sustainability Initiatives of the Company. We also have a ESG committee in place headed by the Managing Director.

B.2: Governance, leadership and oversight

10. Details of review of NGRBCs by the company:

a. Details about reviewing authority:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Director				
Description of any other committee									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Director				
Description of any other committee									

b. Details about frequency:

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Any other				
Description of any other frequency					Ongoing				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Any other				
Description of any other frequency					Ongoing				

11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency.

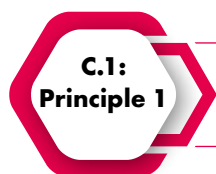
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? If yes, provide name of the agency	No	No	No	No	No	No	No	No	No

B.3: Details of Review

12. If answer to Q1 of section B.1 - Policy and management processes 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									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task					Not Applicable				
It is planned to be done in the next financial year									
Any other reason (please specify)									

C: Principle Wise Performance Disclosures



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

Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Industry Overview, Business Strategy, Corporate Governance and ESG	100
Key Managerial Personnel	5	Industry Overview, Market Research, Business Strategy, Corporate Governance and ESG	100
Employees other than BoD and KMPs	16	Employee Well-Being (Health and Finance), Product and Systems Training	96.27
Workers	14	Health and Safety	98.07

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, (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):

a. Monetary:

Penalties and Fees	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine	-	-	0	-	No
Settlement	-	-	0	-	No
Compounding fee	-	-	0	-	No

b. Non-monetary:

Legal sanctions	NGRBC principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?
Imprisonment	-	-	-	No
Punishment	-	-	-	No

Notes: Materiality threshold as specified in Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 has been applied for the purpose of this disclosure.

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

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

4. Details about anti-corruption or anti-bribery policy.

a. Does the entity have an anti-corruption or anti-bribery policy?

Yes

b. If yes, provide details in brief.

The Company has the policy and is available on <https://indigopaints.com/investors/corporate-governance-2/>

c. If available, provide a web-link to the policy.

<https://indigopaints.com/investors/corporate-governance-2/>

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

Organizational roles	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Complaints type	FY 2024 - 2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

8. Number of days of accounts payables ((accounts payable * 365)/Cost of goods or services procured)

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Accounts payable × 365 days	6033209.1	7911136.09
Cost of goods or services procured	68309.71	65381.29
Number of days of accounts payables	88.32	121

9. Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

Parameter	Metrics	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	
Concentration of Purchases	a. i) Purchases from trading houses	16947.32	18206.43	
	ii) Total purchases	66602.31	70235.78	
	iii) Purchases from trading houses as % of total purchases	25.45	25.92	
	b. Number of trading houses where purchases are made	95	99	
	c. i) Purchases from top 10 trading houses	12071.87	12744.31	
	ii) Total purchases from trading houses	16947.32	18206.43	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	71.23	70.00	
	Concentration of Sales	a. i) Sales to dealers / distributors	127147.81	124932.88
		ii) Total Sales	127147.81	124932.88
iii) Sales to dealers / distributors as % of total sales		100	100	
b. Number of dealers / distributors to whom sales are made		21728	21042	
c. i) Sales to top 10 dealers / distributors		6337.44	4260.68	
ii) Total sales to dealers / distributors		127147.81	124932.88	
iii) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		4.98	3.41	

Parameter	Metrics	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	6.75	20.18
	ii) Total Purchases	66602.31	70235.78
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.01	0.03
	b. i) Sales (Sales to related parties)	0.9	0
	ii) Total Sales	127147.81	124932.88
	iii) Sales (Sales to related parties as % of Total Sales)	0.00	0
	c. i) Loans & advances (Loans & advances given to related parties)	0	0
	ii) Total loans & advances	342.4	104.39
	iii) Loans & advances (Loans & advances given to related parties as % of Total loans & advances)	0	0
	d. i) Investments (Investments in related parties)	3054.2	3024.29
	ii) Total Investments made	24656.6	18788.49
	iii) Investments (Investments in related parties as % of Total Investments made)	12.39	16.10

Notes: (1) Corporate Guarantee of ₹ 1800 Lakhs was provided to related party during FY 2023-24 and it is continued in the FY 2024-25. (2) Total Investments include current & non-current investments. (3) Some of the trading houses were wrongly classified in the Annual Report for FY 2023-24. The same has been rectified in the above table.

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	During the financial year 2024–25, Indigo Paints conducted Skill Up training programmes for its painting contractors, focusing on enhancing technical application skills, product knowledge, and safe painting practices. These initiatives were aligned with Principle 3 (Employee Well-being) and Principle 8 (Inclusive Growth and Equitable Development) of the NGRBC. The programme was designed to support the professional development of contractors and improve the overall quality of service delivery. Participants were awarded certification upon successful completion of the training. Through this initiative, we aim to foster stronger relationships with our value chain partners while contributing to their long-term growth and employability.	40

2. Details about the processes in place to avoid/ manage conflict of interests involving members of the Board.

a. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes

b. If yes, provide details of the same.

Yes, the company has implemented a Code of Ethics that applies to the Board of Directors, Key Managerial Personnel, and other members of Senior Management. This code provides clear guidelines for identifying, avoiding, and disclosing any actual or potential conflicts of interest that may arise with the company. To ensure transparency and compliance, the company obtains an annual declaration from the aforementioned individuals regarding their interests in other entities that could give rise to conflicts of interest. This allows the company to assess and address any potential conflicts in a timely manner. Furthermore, the company ensures that all necessary approvals required by applicable laws are obtained before engaging in transactions with any related entities. This proactive approach helps demonstrate the company's commitment to upholding legal and regulatory requirements while safeguarding the interests of its stakeholders.

C.2: Principle 2

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

Essential indicators

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

Expenditure type	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	0	0	-

2. **Details about sustainable sourcing:**

- a. *Does the entity have procedures in place for sustainable sourcing?*

Yes

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

Notes: We have started using the recycled plastic cans in our operations. However, we have not maintained the percentage data this year.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories.**

Product type	Process description
a. Plastics (including packaging)	As part Extended Producer's Responsibility (EPR), the Company has partnered with third party organizations for fulfillment of EPR Targets
b. E-waste	Sent to Authorised Recyclers
c. Hazardous waste	Sent to Authorised Recyclers
d. Other waste	Sent to Authorised Recyclers and some processed wastes are reused/recycled internally by the Company

4. **Details about Extended Producer Responsibility (EPR):**

Questions	Response
Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.	Yes
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Yes
If not, provide steps taken to address the same.	

Note: We have recycled over 4000 MT of plastic waste.

**C.3:
Principle 3**

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

Essential indicators

1. Details regarding well-being of employees and workers:

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	977	957	97.95	977	100			0	0	0	0
Female	16	16	100	16	100	16	100			0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	993	973	97.99	993	100	16	1.61	0	0	0	0
Other than permanent employees											
Male	0	0	0	0	0			0	0	0	0
Female	0	0	0	0	0	0	0			0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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	32	4	12.50	32	100	0	0	0	0	0	0
Female	20	0	0	20	100	20	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	52	4	7.69	52	100	20	38.46	0	0	0	0
Other than permanent workers											
Male	706	0	0	0	0	0	0	0	0	0	0
Female	102	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	808	0	0	0	0	0	0	0	0	0	0

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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers)	70.51	66.97
ii) Total revenue of the company	127719.2	125486.11
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.06	0.05

2. Details of retirement benefits, for the current and previous financial year.

Benefits	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

3. Accessibility of workplaces

Questions	Response
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 -

4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Questions	Response
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 https://indigopaints.com/investors/corporate-governance-2/

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

Benefits	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Other	0	0	0	0
Total	0	0	0	0

6.a. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

b. If yes, give details of the mechanism in brief.

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	Yes	The Company has established a Whistleblower Mechanism to address grievances and report unethical practices, fraud, or violations. A dedicated email ID is available for direct access to the Audit Committee Chairman or its Members. Additionally, an open-door policy is followed, allowing employees to raise concerns with their immediate superiors or the HR Department. These measures promote transparency, accountability, and timely resolution of concerns, ensuring a safe and responsive work environment.
Other than permanent workers	Yes	The grievance redressal mechanism for non-permanent workers includes access to the Whistleblower Mechanism and the open-door policy. A designated email ID allows them to reach the Audit Committee, and they may also approach their supervisors or the HR Department directly. This ensures inclusivity in grievance handling and reinforces the Company's commitment to integrity and fair treatment.
Permanent employees	Yes	The Whistleblower Mechanism and open-door policy extend to all permanent employees. They can report concerns or misconduct through the designated email to the Audit Committee or approach the HR Department or their reporting managers. This system ensures employees have a voice and feel secure while raising issues.
Other than permanent employees	Yes	Non-permanent employees are covered under the same grievance redressal mechanisms, including the Whistleblower Policy and open-door approach. They have access to the email ID for the Audit Committee and can communicate concerns through their reporting channels. This reinforces equitable treatment and transparency across all employment categories.

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	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	993	12	1.21	1055	0	0
Male	977	12	1.23	1036	0	0
Female	16	0	0	19	0	0
Other	0	0	0	0	0	0
Total permanent workers	52	8	15.38	57	32	56.14
Male	32	6	18.75	38	25	65.79
Female	20	2	10	19	7	36.84
Other	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	977	940	96.21	650	66.53	1036	998	96.33	719	69.40
Female	16	16	100	12	75	19	18	94.74	10	52.63
Other	0	0	0	0	0	0	0	0	0	0
Total	993	956	96.27	662	66.67	1055	1016	96.30	729	69.10
Workers										
Male	32	32	100	15	46.88	38	34	89.47	18	47.37
Female	20	20	100	18	90	19	19	100	10	52.63
Other	0	0	0	0	0	0	0	0	0	0
Total	52	52	100	33	63.46	57	53	92.98	28	49.12

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	977	977	100	1036	1036	100
Female	16	16	100	19	19	100
Other	0	0	0	0	0	0
Total	993	993	100	1055	1055	100
Workers						
Male	32	32	100	38	38	100
Female	20	20	100	19	19	100
Other	0	0	0	0	0	0
Total	52	52	100	57	57	100

10. Health and safety management system:

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?	Yes The Company has implemented a robust Occupational Health and Safety (OHS) Management System applicable to all employees and workers across its operations. This system provides a structured framework for identifying, assessing, and mitigating health and safety risks. It includes a comprehensive set of policies, procedures, and practices aimed at fostering a safe and secure work environment.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company uses a structured Job Safety Analysis methodology to identify and assess work-related hazards for both routine and non-routine tasks. This involves breaking down job tasks to evaluate potential risks and implementing control measures to eliminate or minimize hazards proactively.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	Yes
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes

Notes: Note: The Company has established processes that enable workers to report hazards through defined reporting channels, including the safety officer and immediate supervisors. Workers are also empowered to withdraw from unsafe work conditions without fear of reprisal, ensuring a safety-first culture. Employees and workers have access to a range of non-occupational healthcare services including periodic medical check-ups, wellness programs, and tie-ups with external healthcare providers for general and preventive care.

11. Details of safety related incidents

Safety incident/number	Category*	FY 2024 - 2025	FY 2023-2024
		(Current Financial Year)	(Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million-person hours worked)	Employees	1.65	42.96
	Workers	13.19	41.66
Total recordable work-related injuries	Employees	0	1
	Workers	38	13
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Creating and maintaining a safe and healthy workplace is a core priority for the Company, particularly within our manufacturing operations. Recognizing the critical nature of health and safety, the Company has instituted a range of proactive measures applicable to both permanent and contract employees. Key initiatives include:

- Establishment and Implementation of Safety Policies:**

Comprehensive safety policies have been formulated and communicated across the organization. These cover hazard identification, incident reporting, emergency response, and mandatory safety training. Policies are applicable to all employees, including contract workers.

- Routine Risk Assessments:**

Periodic risk assessments are conducted to identify and mitigate workplace hazards. This includes plant inspections, employee participation in hazard identification, and implementation of corrective actions. Findings are used to update safety practices and reduce exposure to risks.

- Safety Training and Awareness Programs:**

All employees, including contract staff, undergo safety induction and role-specific training. Training modules include safe work procedures, PPE usage, emergency drills, fire safety, and compliance with applicable statutory regulations.

• Provision and Maintenance of Safety Equipment:

The Company ensures availability and upkeep of necessary Personal Protective Equipment (PPE), tools, and safety infrastructure. Equipment is regularly inspected and maintained to ensure its effectiveness.

• Safe Work Environment and Housekeeping:

Efforts are made to ensure that work areas remain clean, organized, and free of obstructions. Good housekeeping practices are reinforced to minimize risks of slips, trips, and falls.

• Inclusive Safety Culture:

The Company promotes a culture of safety ownership at all levels. Contract workers are included in toolbox talks, safety briefings, and are encouraged to report hazards or unsafe practices without fear of reprisal.

Through these ongoing efforts, the Company ensures compliance with statutory requirements and fosters a culture of continuous safety improvement across the workforce.

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	0	0	0	0
Health and safety	0	0	0	0	0	0

14. Assessments for the year:

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

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 follows a structured approach to address safety-related incidents and risks. A dedicated team conducts detailed root cause analyses, which are reviewed by the central Quality and Safety team. Based on the findings, targeted corrective actions—such as eliminating man-machine interactions or enhancing safety guarding are implemented.

To ensure consistency, a horizontal deployment approach is followed, wherein corrective actions and implementation guidelines are shared across all manufacturing locations. This ensures uniform application, fosters a strong safety culture, and continuously strengthens workplace health and safety standards.

Leadership indicators

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

Category	Response
Employees	Yes
Workers	Yes

Notes: The management of the Company places a high priority on the well-being of its employees. In the event of an unfortunate death of an employee or worker, the Company is committed to supporting the next of kin and the family. This support includes assisting them in claiming their legally entitled dues and benefits, as per the Company's policy that is periodically reviewed and updated. The Company recognizes the significance of addressing the financial entitlements of the bereaved family during this difficult period and aims to provide the necessary assistance and support they require.

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

The Company is committed to full compliance with applicable laws and regulations. It actively engages with its value chain partners by providing necessary guidance and information to facilitate accurate deduction and timely deposit of statutory dues. The Company also undertakes regular checks to ensure that all transactions align with regulatory requirements, thereby reinforcing legal compliance and accountability across the value chain.

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

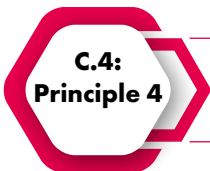
Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
	Employees	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

Yes. While Indigo Paints does not have a formal transition assistance programme, we actively support continued employability by retaining or re-engaging retired employees based on their performance, expertise, and willingness to contribute.

This practice not only helps in knowledge retention but also ensures a smooth transition for both the individual and the organisation.

In addition, all retiring employees receive full support in the settlement of their statutory dues such as gratuity, provident fund, etc along with administrative guidance, wherever required.



**C.4:
Principle 4**

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

Essential indicators

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

Identifying and engaging with stakeholders is central to Indigo Paints' CSR, Health, Safety, and Environment (HS&E) policies. The Company has broadly identified six key stakeholder groups through an internal assessment of those who are significantly impacted by or have influence over our operations. These include:

1. Employees
2. Local Communities
3. Regulatory Authorities
4. Customers and Dealers
5. Shareholders
6. Suppliers and Other Business Partners

The stakeholder identification process is guided by criteria such as regulatory relevance, business impact, interdependence, and the nature of engagement. Engagement is carried out through various formal and informal platforms including field visits, review meetings, feedback channels, and collaborative initiatives.

The Company's CSR programmes focus on the betterment of communities, with special attention to the needs of the poor and underserved segments of society.

As part of stakeholder engagement, Indigo Paints also collaborates with the Paints & Coatings Skill Council to run training programmes for painting applicators, thereby enhancing livelihoods and promoting inclusive growth.

The Company continuously strives to foster participative dialogue, encourages stakeholder feedback, and promotes collective decision-making wherever possible to build lasting, responsible relationships.

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

Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail		Others – please specify	Monthly	Competitive rewards and remuneration, Health and safety, Performance evaluation and recognition
Local Communities	Yes	Community Meetings		Others – please specify	Ongoing	Community development programmes through CSR initiatives
Regulatory Authorities	No	E-mail		Others – please specify	Ongoing	Compliance with rules and regulations, Timely reporting through various compliance-based forms
Customers	No	Other	We communicate with them through SMS, Emails and through phone. We engage with the influencers like painters and contractors through Decor Application available in Google Playstore.	Others – please specify	Need-Based	New and innovative products, as per latest market requirements, Easy access to products and services
Shareholders	No	Other	We engage with shareholders through quarterly conference calls, one on one investor meets, investor conferences arranged by investment and brokerage firms.	Quarterly		Corporate Governance, Regulatory Compliances, Overall Company Performance
Dealers, Suppliers and other Business partners	No	E-mail		Others – please specify	Need-Based	Pricing and favourable terms of payment, Timely clearance

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.

At Indigo Paints, stakeholder engagement is integrated into the Company’s CSR and ESG approach. While direct consultation between stakeholders and the Board is limited, the Board is kept informed through regular reporting from senior management on stakeholder interactions, especially in areas related to social impact, environmental initiatives, and community development.

The CSR Committee and functional heads responsible for sustainability and community engagement play a key role in identifying stakeholder needs and relaying those insights to the Board.

Community members are an important stakeholder group. The Company identifies the specific needs of the community through field-level interactions and inputs from local partners. These insights are then shared with the CSR Committee, which proposes structured and well-planned CSR projects.

The Board provides strategic oversight on these initiatives and ensures that CSR funds are optimally allocated to generate meaningful impact – particularly for disadvantaged, vulnerable, and marginalised groups.

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

Indigo Paints has designed and implemented several structured initiatives to engage with and uplift marginalised and vulnerable stakeholder groups, particularly from informal sectors such as the painting community. These initiatives are planned based on real-time feedback, local needs, and the Company’s social responsibility commitments. Key initiatives include:

Seva Utsav

A flagship CSR and community engagement event that combines social impact with stakeholder appreciation. The initiative includes: Painting of government and low-income schools, improving the learning environment for children from underserved backgrounds.

Painters' Family Day Out, organised on the same day, to recognise and celebrate the contribution of painters. The event provides recreational activities and bonding time for painters and their families, many of whom belong to economically marginalised communities.

Medical Insurance for Painters

A welfare initiative launched for painters across the community, irrespective of their direct association with the Company. This medical insurance scheme offers access to basic healthcare coverage, addressing a critical need in the unorganised sector.

Training and Certification for Painters & Contractors

In collaboration with the Paints & Coatings Skill Council, Indigo Paints conducts technical training and certification programmes to upskill painters and contractors. These programmes focus on application techniques, product knowledge, and safety practices — enhancing employability and income potential.

Through these initiatives, Indigo Paints strives to create a lasting impact on vulnerable stakeholder groups by supporting both their immediate welfare and long-term professional growth.

C.5: Principle 5

Businesses should respect and promote human right

Essential indicators

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	993	956	96.27	1055	1019	96.59
Other than permanent	0	0	0	0	0	0
Total employees	993	956	96.27	1055	1019	96.59
Workers						
Permanent	52	52	100	57	57	100
Other than permanent	808	808	100	778	778	100
Total workers	860	860	100	835	835	100

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

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	993	0	0	993	100	1055	0	0	1055	100
Male	977	0	0	977	100	1036	0	0	1036	100
Female	16	0	0	16	100	19	0	0	19	100
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
	Workers									
Permanent	52	0	0	52	100	57	0	0	57	100
Male	32	0	0	32	100	38	0	0	38	100
Female	20	0	0	20	100	19	0	0	19	100
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	808	0	0	808	100	778	0	0	778	100
Male	706	0	0	706	100	684	0	0	684	100
Female	102	0	0	102	100	94	0	0	94	100
Other	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages:

a. Median remuneration/wages:

Category	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	2000000	1	2000000	-	-
Key Managerial Personnel	1	6009650	0	0	-	-
Employees other than BoD and KMP	974	591893	16	682815	-	-
Workers	32	296062	20	318319	-	-

b. Gross wages paid to females as % of total wages paid by the entity

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females	16340975	15630832
Total wages	752918092	645641488
Gross wages paid to females as % of total wages	2.17	2.42

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

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

The responsibility of recording and addressing human rights issues lies with the Human Resource team. However, the Company proactively focuses on prevention by providing training to employees on understanding human rights, recognizing its various forms, and the appropriate reporting procedures.

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child labour	0	0	NA	0	0	NA
Forced labour/involuntary labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees / workers	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.

The Company maintains a culture of open communication that fosters a respectful and harassment-free environment. The Whistleblower Policy serves as a guideline and mechanism for protecting individuals who raise complaints or act as whistleblowers. Any complaints or disclosures made by whistleblowers are thoroughly investigated, ensuring strict confidentiality and protection against retaliation. The Company takes all necessary precautions to safeguard the identity of the complainant or whistleblower. This includes treating the investigation process with utmost confidentiality and implementing measures to withhold their identity. The Company provides necessary safeguards to whistleblowers, allowing them to make protected disclosures in good faith regarding various areas outlined in the Code of Conduct. In relation to sexual harassment, the Company strictly adheres to the principles of Prohibition, Prevention, and Redressal, as outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) and the corresponding Rules. The Company ensures that the investigation procedure maintains strict confidentiality and safeguards the identity of the complainant. The Company has established a POSH committee in compliance with the provisions of the Act.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year:

Category	% 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

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

Not Applicable

Leadership indicators

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

No complaints have been received during the Financial Year under review. Accordingly, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company has established strong practices to actively discourage not just human rights but also other kinds of behavior that may be in contravention to the Company's Ethics policy and Code of Conduct.

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

Yes

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0
Discrimination at workplace	0
Child labour	0
Forced labour/involuntary labour	0
Wages	0

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

Not Applicable



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

1. Details of total energy consumption (in joules or multiples) and energy intensity:

a. Whether total energy consumption and energy intensity is applicable to the company?

Yes

b. Details about revenue from operations (in ₹)

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Revenue from operations (in ₹)	1,27,719 Lakhs	125486 Lakhs

c. Details of total energy consumption (in joules or multiples) and energy intensity

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
From non-renewable sources			
Total electricity consumption (D)	GJ	25387	23201
Total fuel consumption (E)	GJ	784	396
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	26171	23597
Total energy consumed (A+B+C+D+E+F)	GJ	26171	23597
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ/crore turnover	20.49	18.80
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)		Since we are not exporting any significant amount of product, PPP adjustment is not applicable.	
Energy intensity in terms of physical output	GJ/KL of FG	0.13	0.11
Energy intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
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?	No
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.	NA

3. Provide details of the following disclosures related to water

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	0	4081
(iii) Third party water	kilolitres	64230	74343
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	64230	78424
Total volume of water consumption	kilolitres	64230	78424
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres/ crore turnover	50.29	62.49
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)		Since we are not exporting any significant amount of product, PPP adjustment is not applicable	
Water intensity in terms of physical output (Total water consumption / physical unit)	kilolitres/ KL of FG	0.33	0.38
Water intensity (optional) – the relevant metric may be selected by the entity		0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

4. Provide the following details related to water discharged:

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	NA

5. Details about zero liquid discharge (ZLD):

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	Yes
If yes, provide details of its coverage and implementation.	All the facilities of the Company are Zero Liquid Discharge facilities. The effluents are treated through dedicated effluent treatment plants installed within the facility premises. The treated effluents/water are reused in the facility itself

6. Details of air emissions (other than GHG emissions) by the entity:

a. Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

b. Please provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
NO _x	Tonne	-	-
SO _x	Tonne	-	-
Particulate matter (PM)	Tonne	-	-
Persistent organic pollutants (POP)	Tonne	-	-
Volatile organic compounds (VOC)	Tonne	-	-
Hazardous air pollutants (HAP)	Tonne	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Notes: Notes: This year, air emissions (other than GHG emissions) were not measured. We will be measuring it from the subsequent years.

7. Details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity.

a. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

b. Provide details of greenhouse gas emissions (scope 1 and scope 2 emissions) & its intensity

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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)	tCO ₂ e	58.52	29.45
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)	tCO ₂ e	5127	4620
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/crore turnover	4.06	3.71
Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total scope 1 and scope 2 GHG emissions/Revenue from operations adjusted for PPP)		Since we are not exporting a significant amount of product, PPP adjustment is not applicable.	
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO ₂ e/KL of FG	0.027	0.022
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

8. Details about projects related to reducing GHG emission.

a. Does the entity have any project related to reducing GHG emission?

Yes

b. If yes, then provide details.

The Company has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions. Specifically, we have planned to install 20 kW of solar panels at our head office and are planning to deploy a 1 MW solar plant at our factory locations. Furthermore, the company has conducted energy audits in our factories to identify and replace low efficiency equipment with energy-efficient alternatives. The Company has also started deploying electric vehicles for the last mile delivery.

9. Details related to waste management:

a. Different types of waste generated by the entity

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	505.24	537.62
E-waste (B)	0.02	0.02
Bio-medical waste (C)	0.004	0.003
Construction and demolition waste (D)	0	1.22
Battery waste (E)	0.4	0.8
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	315.09	119.72
Other Non-hazardous waste generated (H). Please specify, if any	693.29	590.44
Total (A+B+C+D+E+F+G+H)	1514.04	1249.82
Waste intensity per rupee of turnover (tonne/crore ₹ turnover)	1.19	1.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/US\$ turnover)	Since we are not exporting a significant amount of product, PPP adjustment is not applicable	
Waste intensity in terms of physical output (tonne/unit production)	0.007	0.006
Waste intensity (optional) – the relevant metric may be selected by the entity		

b. Different types of waste recovered or disposed by the entity, in the current financial year:

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	505.24	0	0	0	0	0
E-waste	0.02	0	0	0	0	0
Bio-medical waste	0	0	0	0.004	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0.4	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	302	0	0	0	13.09	0
Other non-hazardous waste generated, if any	378.79	314.49	0	0	0	0
Total	1186.45	314.49	0	0.00	13.09	0

c. Different types of waste recovered or disposed by the entity, in the previous financial year:

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	537.62	0	0	0	0	0
E-waste	0.02	0	0	0	0	0
Bio-medical waste	0	0	0	0.003	0	0
Construction and demolition waste	1.22	0	0	0	0	0
Battery waste	0.8	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	86.27	0	0	0	33.45	0
Other non-hazardous waste generated, if any	456.97	133.46	0	0	0	0
Total	1082.90	133.46	0	0.00	33.45	0

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

Waste management and reduction in our operations is one of the key areas of concerns for our organization. The Company has been making consistent efforts to reduce the quantity of waste produced through our operations, by following techniques to reuse and recycle generated waste in an environmentally friendly manner. Our Research and Development department continues its endeavors and its focus on development of new technology that reduces the dependence on ecologically harmful raw materials. Some of the key achievements in this context are – Water based coating for Interior & Exterior Woodwork, Premium Interior Emulsion with rich sheen and smooth finish and Polyurethane based single pack Floor coat.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
	NA	NA		NA

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	Results communicated in public domain	Relevant web link
NA	NA	NA			NA

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

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
	NA	NA	NA	NA

Leadership indicators

1. Details of total scope 3 emissions & its intensity.

a. Whether total Scope 3 emissions & its intensity is applicable to the company?

Yes

b. Please provide details of total scope 3 emissions & its intensity,

Parameter	Unit	FY 2024 - 2025	FY 2023-2024
		(Current Financial Year)	(Previous Financial Year)
Total scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	94979	93216
Total scope 3 emissions per rupee of turnover	tCO ₂ e/ crore ₹ turnover	74.36	74.28
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/ KL of FG	0.49	0.45
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

Notes: This year, we have expanded the coverage of Scope 3 emission categories to include downstream transportation, business travel (including hotel stays), and purchased goods and services. As a result, we have also revised the figures for the previous year to reflect this enhanced coverage.

C.7: Principle 7

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

Essential indicators

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

2

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Indian Paint Association	National
2	Indian Institute of Interior Designers	National

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	NA	NA

C.8: Principle 8

Businesses should promote inclusive growth and equitable development

Essential indicators

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA	NA	NA		NA	

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity**

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 ₹)
NA		NA	NA			

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

The Company acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. Through the CSR Programs, the Company extends its support to the marginalized society, especially the under privileged girl child and empowers them through education. The CSR Team of the Company along with the management regularly engages with these communities to understand their grievances and provide appropriate support.

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

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	51.14	46.39
Sourced directly from within the district and neighbouring districts	91.77	91.97

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.

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	29119521.36	25597273
ii) Total Wage Cost	862493292.8	764794519
iii) % of Job creation in Rural areas	3.38	3.35
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	348339386.7	327143442
ii) Total Wage Cost	862493292.8	764794519
iii) % of Job creation in Semi-Urban areas	40.39	42.78
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	478861825.8	405595951
ii) Total Wage Cost	862493292.8	764794519
iii) % of Job creation in Urban areas	55.52	53.03
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	6172559	6457853
ii) Total Wage Cost	862493292.8	764794519
iii) % of Job creation in Metropolitan areas	0.72	0.84

Notes: (1) There were typographical error in the percentages given in the Annual Report for FY 2023-24. The same has been rectified in the above table.

Leadership indicators

1. Details of beneficiaries of CSR projects:

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Educare	170	100
2	Healthcare (Cancure Foundation, Kerala)	157	100
3	Painter Initiatives i) Health Benefit	52	100
4	Painter Initiatives ii) Seva Utsav	129	100

C.9: Principle 9

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

Essential indicators

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

Your Company is committed to transform its consumer experience through its finest products in the Paint Industry with respect to Quality, Reliability and Delivery. The Company has addressed all the customer grievances received during the last financial year. All product information displayed by the Company adheres to and conforms to norms as mandated by law. Additionally, Product Information Sheets which are available with the dealers of the Company and on the Company website and also on the packaging of products. Your Company through its on ground staff conducts regular surveys and takes feedback of customers regarding the quality of the product and services offered by the Company. Your company is also committed to fulfill the dynamic needs of its customers.

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

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

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	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	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	9	0	NA	51	4	-

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.	Yes https://indigopaints.com/investors/corporate-governance-2/

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.

Not Applicable

7. Provide the following information relating to 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.*

NA

Leadership indicators

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

www.indigopaints.com

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

To educate the consumers about the safe usage of the product, we create a document called as Product information Sheet for the basic information. We also create product applications videos for some special products for quick reference and circulations.

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

In order to inform customers of disruption/discontinuation of essential services our branch offices connect with the local customers as per details stored in our database.