



Eveready Industries India Ltd.

REGD. OFFICE : 2, Rainey Park, Kolkata - 700019

CIN: L31402WB1934PLC007993

Date: 10th July 2025

The National Stock Exchange of
India Ltd.
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex
Bandra (E), Mumbai - 400 051
[Symbol: EVEREADY]

BSE Limited
Phiroze Jeejeebhoy
Towers, Dalal Street
Mumbai - 400 001
[Scrip Code: 531508]

The Calcutta Stock Exchange
Limited
7, Lyons Range
Kolkata - 700 001
[Scrip Code: 000029]

Dear Sirs / Madam,

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

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

The BRSR along with the Annual Report is also available on Company's website at <https://www.evereadyindia.com/>.

This is for your information and record.

Yours sincerely,
For Eveready Industries India Limited

Shampa Ghosh Ray
Company Secretary

Encl: As above

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31402WB1934PLC007993
2.	Name of the Listed Entity	Eveready Industries India Limited
3.	Year of incorporation	1934
4.	Registered office address	2 Rainey Park, Kolkata-700019
5.	Corporate address	2 Rainey Park, Kolkata-700019
6.	E-mail	investorrelation@eveready.co.in
7.	Telephone	033-2486 4961
8.	Website	www.evereadyindia.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Ltd. The Calcutta Stock Exchange Limited
11.	Paid-up capital	₹ 3,634.36 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Arun Sahay aksahay@eveready.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/services

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Consumer goods	The products of the Company include dry cell batteries, flashlights, lighting and electrical products.	100%

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.	Dry Cell Batteries	27201	64%
2.	Flashlights	27400	13%
3.	Lighting and Electricals	27400	23%

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	6	4	10
International	Not Applicable		

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	7

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

In FY 2024-25, the Company's exports accounted for 2.07% of its total turnover from India to international markets.

c. A brief on types of customers

Eveready, a leading player in the consumer goods sector, specializes in dry cell batteries, flashlights, lighting, and electrical products. The Company serves a diverse customer base through its extensive distribution network, which includes distributors, stockists, and retail customers across both urban and rural markets. Additionally, Eveready caters to institutional buyers and extends its reach to international markets through exports.

IV. Employees

20. Details as at the end of Financial Year (FY 2024-25):

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1,222	1,165	95%	57	5%
2.	Other than permanent (E)	337	332	99%	5	1%
3.	Total employees (D+E)	1,559	1,497	96%	62	4%
Workers						
4.	Permanent (F)	731	640	88%	91	12%
5.	Other than permanent (G)	956	850	89%	106	11%
6.	Total workers (F+G)	1,687	1,490	88%	197	12%

b. Differently abled employees and workers:

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

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	14	1	7.14%
Key Management Personnel*	3	1	33.33%

*Inclusive of Whole Time Directors

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24*			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	31%	34%	31.3%	31.6%	12.2%	30.8%	42.00%	20.00%	41.00%
Permanent workers	10%	23%	11%	2.5%	10%	3.6%	4.67%	0.40%	4.67%

* Restatement of information due to enhanced robustness of data management.

V. Holding, subsidiary and associate companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Greendale India Limited	Subsidiary	100.00%	No
2.	Everspark Hong Kong Private Limited	Subsidiary	100.00%	No

VI. CSR details

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

(ii) Turnover (in ₹) – 1,343.92 Crore

(iii) Net worth (in ₹) – 331.28 Crore

VII. Transparency and disclosures compliances**25. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25		Remarks	FY 2023-24		Remarks
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	

The Company provides multiple channels for stakeholders to voice grievances, both internally and externally. The Grievance Redressal Mechanism can be accessed at <https://www.evereadyindia.com/brsr-policies.html>.

Additional grievance channels include:

Communities	Yes, the Company strategically positioned development executives across various plant locations to maintain continuous community engagement. Complaints are first filtered based on their genuineness, followed by categorization. They are then escalated to the location heads, and subsequently to the CSR heads. Further escalation, if required, is made to the respective department heads. Local volunteers actively collaborate with these communities, ensuring the meticulous planning and execution of impactful development initiatives. Additionally, unit heads and HR heads work closely with local communities, fostering strong relationships and addressing their needs effectively.	-	-	No complaints have been received from the communities where operations are conducted.	-	-	No complaints have been received from the communities where operations are conducted.
-------------	--	---	---	---	---	---	---

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
Investors (other than shareholders)	For assistance with investor grievances, the Investor Relations Officer can be reached at investorrelation@eveready.co.in.	-	-	No complaints have been received from the investors (other than shareholders) of the Company in the current FY.	-	-	No complaints have been received from the investors (other than shareholders) of the Company in FY 2023-24.
Shareholders	Shareholders can reach out for assistance regarding share-related matters by contacting the relevant department or individuals. For share transfer, transmission, address changes, non-receipt of dividends, duplicate/missing share certificates, and demat issues, they can email the Registrar & Share Transfer Agent at mdpldc@yahoo.com. For other share-related queries or grievances, investors can contact the Share Department at investorrelation@eveready.co.in	8	1	Seven complaints were resolved by 31 st March, 2025 and one was subsequently resolved thereafter.	9	-	All complaints received in FY 2023-24 were resolved.
Employees and workers	Employees and workers can raise concerns and suggestions through both formal and informal channels. The Company provides various grievance redressal mechanisms to address human rights issues, including sexual harassment. Additionally, a Vigil Mechanism/Whistle Blower Policy is available at https://www.evereadyindia.com/wp-content/themes/eveready/pdf/Whistle-Blower-Policy.pdf to help address concerns and grievances.	-	-	No complaints have been received from the employees and workers across the operating units of the Company in the current FY.	-	-	No complaints have been received from the employees and workers across the operating units of the Company in FY 2023-24.
Customers	The Company has a mechanism in place for customers to address concerns and provide feedback through the email address consumercare@eveready.co.in and a toll-free number – 18002003445. Additionally, a dedicated section on the Company's website allows customers to post their queries and grievances.	823	-	All complaints received in FY 2024-25 were resolved.	1522	-	The complaints were duly resolved during FY 2023-24 to the satisfaction of the customers.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
Value chain partners	The Company has a mechanism in place for suppliers to address concerns and provide feedback via the email procurement@eveready.co.in. According to the Company's Policy/Code for Suppliers & Service Providers, suppliers are encouraged to adhere to the Code and report any instances of non-compliance to the Company.	-	-	No complaints have been received from the value chain partners of the Company in FY 2024-25.	-	-	No complaints have been received from the value chain partners of the Company in FY 2023-24.
Other (please specify)	Not Applicable						

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:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1.	Climate action and energy emission management	Opportunity	Eveready is committed to contributing to India's goal of Net-Zero emissions by 2070. As part of its climate action strategy, the Company has installed solar power plants across its manufacturing units, including a 1 MWp plant at Matia, 650 KWp at Maddur and 600 KWp at Lucknow. 62 KWp solar power plant has been also installed at the Kolkata HO. Eveready has also undertaken other efforts to transition to renewable energy usage, through use of energy-efficient lighting solutions such as LEDs, natural ventilation to reduce dependence on grid electricity.		Positive
2.	Waste management	Opportunity	A circular economy approach for waste management reduces adverse environmental impact and waste disposal costs. Eveready's waste management strategy includes the proper segregation and recycling of battery waste, plastic, e-waste, and hazardous materials through authorized recyclers. All the manufacturing locations of the Company uses compostable packaging. Further, all plants comply with Extended Producer Responsibility (EPR) guidelines and other relevant regulations for waste management. The Company has defined SOPs in place at all plants to ensure proper waste handling.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
		Risk	The rationale for identifying waste management as a key risk lies in the regulatory and financial implications associated with non-compliance under the Battery Waste EPR framework. As per CPCB guidelines, EPR mandates strict compliance, and any lapses could lead to penalties or reputational impact.	To mitigate this risk, the Company is actively filing Annual Returns under the Battery Waste EPR and had a defined target of 70.8 MT for FY 2024–25, demonstrating its commitment to responsible waste management and regulatory adherence. All battery wastes are routed through recyclers or to Pollution Control Board (PCB) authorised TSDF facilities.	Negative
3.	Water management	Opportunity	Sustainable water management supports operational efficiency and reduces dependence on freshwater sources. The Company has the opportunity to manage water usage. Eveready has implemented rainwater harvesting systems at multiple plants, including a 1512 KLD at Haridwar and 970 KLD at Matia. The Company has also achieved Zero Liquid Discharge (ZLD) at its Haridwar, Matia and Maddur plants, repurposing treated wastewater for operational uses such as gardening, cleaning, and cooling. Effluent Treatment Plants (ETP) help minimize wastewater discharge, ensuring efficient water usage and reducing reliance on freshwater sources.		Positive
4.	Innovation and R&D	Opportunity	Continuous innovation drives product sustainability, reduces environmental impact, and meets market demand for eco-friendly solutions. Eveready has focused on sustainable packaging alternatives like PLA bags and craft paper BOPP tape. In battery production, the Company has eliminated hazardous materials such as lead and mercury and replaced them with zinc and proprietary alloys. R&D is also aligned with global OEM standards to meet market-specific requirements, and infrastructure improvements support Eveready's positioning in high-performance battery segments.		Positive
5.	Workplace diversity	Opportunity	A diverse and inclusive workplace fosters creativity, innovation, and employee engagement. Eveready promotes diversity through gender-sensitive policies, internal committees for POSH (Prevention of Sexual Harassment), and workplace safety initiatives. Grievance redressal mechanisms are structured to encourage transparency and address concerns effectively.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
6.	Customer relationship and brand enhancement	Opportunity	Strong customer relationships are essential for brand loyalty and long-term business success. Eveready engages with customers through online digital and offline platforms. The Company partners with agencies to create interactive content and increase brand awareness across social media platforms. The Company's customer support service is available to capture customer grievances and feedback, while the Company also participates in events, sponsorships, and educational institution visits to strengthen brand presence and build trust.		Positive
7.	Colleague health, wellbeing and safety	Opportunity	Employee well-being and safety are fundamental for maintaining a productive and compliant workforce. Eveready invests in regular health check-ups, stress management programs, and occupational health screenings. The Company follows a structured health and safety governance framework, with regular safety audits, risk assessments, and compliance checks. Training programs focus on machine handling, fire safety, and compliance, ensuring a safe workplace. The Company also provides health and wellness services, including on-site medical centers and emergency transport services.		Positive
		Risk	Non-compliance with appropriate safety standards can significantly increase the risk of health and safety incidents in the workplace. This not only jeopardizes employee well-being but can also lead to operational disruptions and a decline in overall productivity.	To mitigate such risks, the Company has undertaken several initiatives aimed at ensuring a safe and healthy working environment. These include regular safety training, preventive measures, audits, and investments in safety infrastructure. Further details can be found in Principle 3 of the report. From a long-term perspective, investments made in employee health and safety are expected to yield positive returns.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
8.	Responsible sourcing and sustainable supply chain	Opportunity	Ensuring ethical and sustainable sourcing practices minimizes environmental and social risks throughout the supply chain. Eveready conducts regular supplier assessments to ensure compliance with global environmental standards, such as RoHS and REACH. The Company is committed to transitioning to sustainable materials, including the use of recyclable packaging and alternative materials. Suppliers are engaged to adhere to these environmental and ethical sourcing guidelines to ensure responsible sourcing and minimize environmental impact across the supply chain.		Positive
9.	Community development	Opportunity	Positive community impact enhances local relationships and improves societal well-being. Eveready's CSR initiatives focus on empowering women, enhancing access to education, environmental sustainability, and healthcare. Project Durga provides vocational training to marginalized women, while Project Saksham supports underprivileged students with scholarships and educational infrastructure. Project Go Green includes tree plantation and water projects, and Project Sushasthya focuses on healthcare support, such as providing nutrition to TB patients and cleft surgeries for children.		Positive
10.	Governance	Opportunity	Strong governance practices build stakeholder trust and ensure long-term business sustainability. Eveready implements robust policies on ethics, compliance, and risk management. The Company conducts regular audits and reviews of its safety, environmental, and operational standards to ensure continuous improvement. A transparent communication and accountability framework is embedded across all levels of the organization, ensuring compliance with industry regulations and fostering stakeholder confidence.		Positive
11.	Business ethics and risk management	Opportunity	Ethical business practices and effective risk management are critical for long-term operational success and stakeholder trust. Eveready follows a risk management framework, conducting regular safety audits, incident investigations, and corrective actions. The Company's risk management strategy includes compliance with industry regulations and ethical standards, with periodic reviews by the Board-level Risk Management Committee to ensure adherence to business ethics and mitigation of risks.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
12.	Business ethics and risk management	Risk	Inadequate risk management systems and practices can cause business disruptions.	Eveready has a dedicated Risk Management Committee at the Board level, supported by senior management, to periodically review and update business risks. This structured oversight ensures that emerging and existing risks are identified, assessed, and addressed in a timely manner. The Company also ensures that its risk mitigation strategies are closely aligned with its long-term business goals and internal targets, enabling a proactive and resilient approach to risk management across operations. The implementation of effective risk mitigation measures reduces the likelihood of business disruptions and helps control associated costs, thereby increasing operational efficiency.	Positive
13.	IT, cyber security and data protection	Opportunity	Securing digital infrastructure and protecting data is vital to maintaining customer trust and operational integrity. Eveready invests in cybersecurity measures, including data encryption and secure IT systems to protect sensitive information. Continuous monitoring and updates to IT protocols safeguard against cyber threats. Employee training ensures compliance with data privacy regulations, and the Company adheres to industry best practices for data protection to maintain trust and safeguard its operations.		Positive
		Risk	Cybersecurity and data privacy remain critical focus areas for Eveready, given the increasing risks of cyber threats, data breaches, and misuse of company information. An internal IT policy governs data protection practices, although there is currently no specific penalty framework defined for policy breaches.	To strengthen its cybersecurity posture, Eveready is enhancing its processes for data identification, retention, and disposal. Key measures underway include the implementation of data leakage prevention tools and cloud access security solutions. Additionally, the Company undertakes various data protection initiatives, thereby reinforcing secure and responsible data handling.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1 - Businesses should conduct and govern themselves with integrity and 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.

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/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	Policies can be accessed on the links : https://www.evereadyindia.com/investors/governance/Company-policies/ and under "Sustainability" drop-down in the mail interface of the official website.								
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Environmental Management Policy, ISO 14001 (Environmental Management System), ISO 50001 (Energy Management System)	RoHS (Restriction of Hazardous Substances) Compliance, ISO 9001 (Quality Management System)	Health, Safety, and Environment (SHE) Policy, ISO 45001 (Occupational Health and Safety Management System)	Whistleblower Policy, Code of Conduct	CSR Policy	ISO 45001 (Occupational Health and Safety Management System), ISO 9001 (Quality Management System)	Code of Conduct, Anti-Bribery and Corruption Policy	Supplier Code of Conduct, ISO 14001 (Environmental Management System), ISO 9001 (Quality Management System)	Consumer Protection Policy, ISO 9001 (Quality Management System)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Eveready has made significant progress in its sustainability efforts, such as reducing Scope 2 emissions through renewable energy, enhancing water efficiency, and implementing effective waste management practices. The Company is committed to continuous improvement and is actively working toward aligning its targets with India's 2070 net-zero emissions goals. By adopting sustainable packaging solutions and further innovating in energy and waste management, Eveready aims to ensure long-term environmental sustainability while contributing to national decarbonization efforts.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.</p> <p>We present our Business Responsibility and Sustainability Report (BRSR) for the financial year 2024–25. This report reflects our continued commitment to integrating environmental, social, and governance (ESG) principles into the core of our business strategy and operations.</p> <p>We at Eveready recognize that long-term value creation is intrinsically linked to responsible business conduct. As a responsible corporate citizen, we strive to go beyond compliance and actively contribute to the welfare of our stakeholders, the environment, and the communities in which we operate.</p> <p>During the year under review, we have taken significant steps toward enhancing transparency, reducing our environmental footprint, and fostering an inclusive workplace. We continue to adopt innovative solutions to minimize our environmental footprint, focusing on energy management, water conservation, and waste reduction. Key initiatives such as the installation of on-grid solar photovoltaic modules at three manufacturing facilities like Matia, Maddur, and Lucknow and the implementation of efficient systems to reduce GHG emissions are playing a pivotal role in Eveready’s sustainability journey. Additionally, the manufacturing units operate with zero liquid discharge systems, and rainwater harvesting practices are being implemented across most sites, demonstrating the Company’s commitment to responsible water management. We have reinforced ethical governance practices and engaged meaningfully with our value chain to promote responsible sourcing and fair labour practices. With a focus on diversity and equal opportunity, the Company strives to create a workplace where all employees can thrive. Through CSR initiatives, such as Project Durga, which empowers women through vocational training, and Project Saksham, which enhances access to education for underprivileged communities, Eveready continues to make meaningful impact. The Company’s ongoing efforts in energy efficiency, waste management, and social responsibility are expected to generate long-term value for both the organization and its stakeholders, reinforcing Eveready’s commitment to creating sustainable business practices and contributing positively to society.</p> <p>This BRSR outlines our progress across the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC). It details our approach and performance with respect to environmental sustainability, employee well-being, community engagement, and governance. It also provides key metrics and disclosures that allow our stakeholders to assess our impact and progress.</p> <p>We acknowledge that sustainability is a journey, and while we have made commendable strides, we remain committed to continuous improvement. We are investing in innovation, digital transformation, and capacity building to better align with global best practices.</p> <p>We extend my sincere appreciation to our employees, partners, investors, and communities for their unwavering support. Together, we will continue to build a resilient, inclusive, and sustainable future.</p>								
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</p> <p>Board of Directors</p>								
9.	<p>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> <p>There are three Board constituted committees, each responsible for overseeing key sustainability-related matters, as detailed below:</p> <ul style="list-style-type: none"> • Corporate Social Responsibility (CSR) Committee: This Committee supports the Board in formulating and recommending the CSR Policy and the Annual Action Plan, in alignment with the Company’s statutory obligations. The Committee is responsible for allocating CSR activities across different locations and overseeing the expenditure related to these activities. It regularly reviews the CSR Policy and monitors the implementation of the Annual Action Plan. • Risk Management Committee (RMC): This Committee aids the Board in formulating the Risk Management Policy, which includes a framework for identifying both internal and external risks faced by the Company. These risks include, but are not limited to, financial, operational, sectoral, sustainability, information, and cyber security risks. The committee ensures that appropriate methodologies, processes, and systems are in place to manage these risks effectively. It also evaluates the adequacy of the Company’s risk management systems and oversees the implementation of the Risk Management Policy. • Stakeholders Relationship Committee (SRC): This Committee assists the Board in addressing shareholders’ grievances, particularly those related to the transfer or transmission of shares, non-receipt of annual reports or dividends, issuance of new/duplicate certificates, and any issues arising during general meetings. The committee is dedicated to ensuring timely resolution of shareholder concerns and maintaining transparent communication. <p>However, to ensure concerted focus on sustainability, the Board has constituted a dedicated Environment, Social and Governance (ESG) Committee at the Board level, responsible for overseeing and guiding the organization’s sustainability strategy, ESG risk management, and integration of responsible business practices across operations. The Committee is chaired by the Managing Director and comprises of members from both executive and non-executive leadership. The responsibilities of the Committee include:</p> <ul style="list-style-type: none"> • Reviewing and approving the Company’s sustainability goals and performance. • Ensuring alignment with national and international ESG standards. • Monitoring climate-related risks and opportunities. • Overseeing stakeholder engagement initiatives. • Reporting sustainability performance to the Board on a periodic basis. <p>The Committee works closely with relevant functional heads to ensure that sustainability is embedded in business decision-making at all levels. This governance structure reflects our commitment to making sustainability a Board-level priority and driving long-term value creation for all stakeholders.</p>								

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action					Yes										Annually			
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes										Compliance is reviewed quarterly, and policies are updated as needed			
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.															No			
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable																		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	1	Principles of NGBRC and Policies thereon	100%
Key Managerial Personnel	3	Principles of NGBRC, POSH, Code of Conduct	100%
Employees other than BoD and KMPs	5	POSH and Code of Conduct	100%
Workers	731	Health & Safety and POSH	100%

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:

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred? (Yes/No)
			Amount (in ₹)	Brief of the case	
Penalty/ fine					
Settlement					
Compounding fee					
			Not Applicable		
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Non-monetary		Has an appeal been preferred? (Yes/No)
			Brief of the Case		
Imprisonment					
Punishment					
			Not Applicable		

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.

Not Applicable

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

Yes. The policy can be accessed at <https://www.evereadyindia.com/brsr-policies.html>.

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	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

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

Not applicable.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	65 days	61 days

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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	18.34%	11%
	b. Number of trading houses where purchases are made from	431	325
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88.33%	90%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	94%*	99%**
	b. Number of dealers / distributors to whom sales are made	2004*	2564**
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13.60%*	13.09%**
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	0.49
	b. Sales (Sales related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	100	100***

*Only sales to direct distributors in general trade is considered.

**The products are sold to dealers who further distribute the products onwards.

***Restatement of information

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
1	The session focused on introduction to supply chain sustainability, role of ESG in supply chain or criticality of ESG in supply chain, expectations from suppliers in terms of ESG, emerging trends in sustainable supply chains, capabilities companies to have in place for a sustainable supply chain, Eveready's current practices in supply chain, peer initiatives regarding supply chain sustainability, our approach in integrating ESG into supply chain.	7%*

*The suppliers who attended the awareness program, collectively account for approximately 23% of the total business done with total suppliers.

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.

Eveready has established a robust framework to identify, disclose, and manage potential conflicts of interest involving members of the Board. These processes are aligned with the provisions of the applicable statutes and the Company's Code of Conduct. Key elements of the conflict of interest management process include:

- Code of Conduct: All Board Members are required to adhere to the Company's Code of Conduct, which outlines expectations regarding integrity, transparency, and conflict of interest.
- Annual Declarations: Directors are mandated to disclose their interests in other entities, directorships, and related party transactions annually, or as and when changes occur.
- Board Agenda Disclosures: Before each meeting, any agenda item that may involve a potential conflict is reviewed, and concerned directors are required to abstain from discussions or voting on such matters.
- Independent Oversight: The Audit Committee and the Nomination and Remuneration Committee, both comprising a majority of Independent Directors, play an oversight role in ensuring that no conflict of interest affects the integrity of decision-making.

These measures ensure that the Board functions in an objective, unbiased manner, with the highest standards of corporate governance.

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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	2.28%	-	As mentioned below
CAPEX	41.1%	38.3%*	As mentioned below

*Restatement of information.

Eveready has made significant strides in enhancing its environmental and social impact through continuous innovation and globally benchmarked standards. The Company adheres to best-in-class operating practices, maintaining ISO 9000 for quality management and ISO 14000 for environmental management. These certifications ensure that the Company's manufacturing processes meet stringent international standards, reinforcing its commitment to sustainability and operational excellence.

In line with environmental responsibility, Eveready has focused on reducing plastic waste and eliminating hazardous materials. The Company is transitioning to sustainable packaging solutions, including moisture-resistant monsoon poly bags made from compostable Polylactic Acid (PLA) and craft paper BOPP tape, reducing reliance on virgin plastic. Additionally, the shift from stapler pins to glue-based alternatives minimizes non-recyclable waste. Battery production has also been optimized by eliminating lead and mercury, replacing them with safer zinc-based alloys and rare earth metals. Selected categories of batteries are fully RoHS compliant, undergoing rigorous testing to ensure adherence to global environmental standards.

Eveready's Research and Development (R&D) center in Kolkata, approved by the Department of Science and Industrial Research (DSIR), plays a crucial role in product innovation and sustainability. The NABL-accredited laboratory ensures compliance with Indian and international testing standards for various battery technologies, strengthening quality assurance. Additionally, the Company has aligned its operations with international OEM requirements for markets like Japan and Korea, improving global competitiveness. With advancements in alkaline battery production, process automation, and waste reduction, Eveready continues to drive long-term environmental and social sustainability.

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

Suppliers and transporters are encouraged to prioritize social and environmental considerations, with a preference for those who hold ISO-9001, ISO-14001, and ISO-45001 certifications. The Company has established a Supplier Policy/Code aimed at promoting sustainability throughout the supply/value chain. All suppliers are encouraged to adhere to the standards outlined in this Code, with guidance provided on various sustainability aspects to enhance their awareness and practices.

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

The Company is currently not tracking the input materials specifically for sustainability in sourcing. However, in alignment with quality, environmental, and occupational health and safety standards, 73% of the suppliers in FY 2024–25 are certified under ISO 9001, ISO 14001, and ISO 45001.

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.

At Eveready, the Company is committed to the safe reclamation, recycling, and disposal of its products at the end of their lifecycle, in alignment with its sustainability goals and environmental responsibility.

- (a) Plastics (including packaging): Eveready is dedicated to reducing plastic waste through sustainable packaging solutions and effective recycling practices. The Company has transitioned to compostable polybags made from PLA (Polylactic Acid) starch-based material, which is 100% biodegradable and compliant with international standards. Additionally, PVC has been replaced with PET blister packaging to improve recyclability. Eveready complies with the Plastic Waste Extended Producer Responsibility (EPR) commitments and ensures proper waste segregation and recycling of plastics through authorized recyclers, registered with Central Pollution Control Board (CPCB), minimizing environmental impact and supporting a circular economy.
- (b) E-waste: Eveready manages E-waste responsibly by systematically segregating and collaborating with certified E-waste recyclers. All electronic waste is sent to authorized facilities where it is processed according to stringent environmental guidelines. This process helps recover valuable materials such as metals and plastics, contributing to material reuse and reducing the need for raw material extraction. The Company's E-waste management practices are aligned with national regulations, ensuring the safe disposal of electronic products while minimizing environmental risks.
- (c) Hazardous waste: Eveready follows strict protocols for the safe management of hazardous waste, including the proper storage and disposal of materials such as used oil, batteries, and chemicals, which are securely stored in designated areas to prevent leakage. Hazardous waste is then sent to certified recyclers, ensuring compliance with relevant environmental regulations. The Company's battery waste management strategy adheres to EPR commitments, ensuring the safe handling and recycling of used batteries to reduce landfill dumping and promote material recovery.
- (d) Other waste: Eveready efficiently manages other waste materials, such as metal and industrial waste, through a circular economy approach. Zinc fines and offcuts from battery production are reintegrated into the production cycle, achieving a 99% material recovery rate. In addition, the Company has strengthened its solid waste management infrastructure at multiple plants, where waste segregation and proper disposal processes are in place. All solid and hazardous waste is disposed of through authorized channels, further reinforcing the Company's commitment to environmental stewardship and responsible waste management.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's activities, pertaining to plastic waste, E-waste and battery waste. The Company has implemented a streamlined waste collection plan that aligns with the EPR plan submitted to the Pollution Control Boards. Eveready ensures that all plastic, battery, and e-waste materials are managed in compliance with the EPR regulations, laid by CPCB. The Company actively engages in waste segregation, collection, recycling, and disposal in accordance with the commitments outlined in the EPR plan, and in collaboration with authorized recyclers. Regular monitoring and reporting processes are in place to ensure continued compliance and alignment with the guidelines set by the relevant Pollution Control Boards.

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.

Presently, no product is subjected to life cycle assessment.

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.

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24*
Zinc offcut	17.49%	-

*Not computed by the Company

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

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics including packaging)	-	1,091	-	-	1,061.1	-
E-waste	-	530.2	-	-	155.55	-
Battery waste	-	293.32	95.73	-	574.21	110.59
Hazardous waste	1,010.47	157.10	51.15	968.35	169.39	37.55
Other waste	-	448.45	-	-	262.23	-

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
	Not Applicable

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employee											
Male	1,165	1,165	100%	1,165	100%	-	-	1,165	100%	-	-
Female	57	57	100%	57	100%	57	100%	-	-	-	-
Total	1,222	1,222	100%	1,222	100%	57	5%	1,165	95%	-	-
Other than permanent employees											
Male	332	315	95%	314	94%	-	-	-	-	-	-
Female	5	3	60%	2	40%	2	40%	-	-	-	-
Total	337	318	94%	316	93%	2	1%	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	640	307	48%	640	100%	-	-	-	-	-	-
Female	91	91	100%	91	100%	91	100%	-	-	91	100%
Total	731	398	54%	731	100%	91	12%	-	-	91	12%
Other than permanent workers											
Male	850	850	100%	850	100%	-	-	-	-	-	-
Female	106	106	100%	106	100%	106	100%	-	-	-	-
Total	956	956	100%	956	100%	106	11.09%	-	-	-	-

- 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 well-being measures as a % of total revenue of the Company	0.15%	0.18%

*Restatement of information.

2. Details of retirement benefits, for current Financial Year and previous Financial Year:

	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	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%	Y	100.00%	100.00%	Y
Gratuity	100%	100%	Y	100.00%	100.00%	Y
NPS	5%	-	Y	3.98%	-	Y
ESI	21%	54%	Y	28.00%	37.94%	Y
Others- please specify	9%	-	Y	10.00%	-	Y

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.

Eveready is committed to ensuring an inclusive and accessible workplace for all employees, including differently abled individuals, in alignment with the Rights of Persons with Disabilities Act, 2016. The Company encourages the employment of specially abled workforce and development of supportive infrastructure for them such as ramps, wider doorways, etc. Eveready continually assesses its facilities to ensure compliance with the Act and takes steps to improve accessibility wherever required. Any necessary adjustments are made to foster a safe, inclusive, and supportive environment, allowing differently abled employees to contribute effectively to the organization's success.

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, the Policy can be accessed at <https://www.evereadyindia.com/brsr-policies.html>.
5. Return to work and retention rates of permanent employees and workers that took parental leave.

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	83%	100%	-
Female	100%	100%	-	-
Total	100%	84%	100%	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	Yes, Eveready provides a structured grievance redressal mechanism for permanent workers through an internal committee dedicated to workplace safety, transport, and canteen-related concerns. Workers are encouraged to report any grievances through direct HR escalation, suggestion boxes, or emails. Workers have the opportunity to regularly communicate with the union to address any grievances they may have. Grievances are first reported to the HR head at the plant, then escalated to the Chief Human Resource Officer (CHRO), and subsequently to the Regional Head for resolution.
Other than permanent workers	Yes, for contractual workers, Eveready has established a clear communication channel to address their grievances. This includes reporting through a designated HR representative or through suggestion boxes available at plants. The Company ensures that concerns are resolved promptly, with a strong emphasis on fair treatment and the well-being of all workers.
Permanent employees	Yes, permanent employees have access to the Company's Grievance Redressal Mechanism and are encouraged to escalate issues through formal channels such as HR, internal committees, or direct communication with senior management. The mechanism ensures that employees' concerns are addressed in a timely and effective manner.
Other than permanent employees	Yes, temporary employees can also file grievances through the established grievance redressal channels. The Company has internal procedures in place to ensure that their concerns are heard and resolved promptly.

The Company has a Vigil Mechanism/Whistle Blower Policy, as well as a Grievance Redressal Mechanism which are also updated on the website of the Company and accessible at <https://www.evereadyindia.com/wp-content/themes/eveready/pdf/Whistle-Blower-Policy.pdf>.

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

	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	1,222	-	-	1,190	-	-
Male	1,165	-	-	1,135	-	-
Female	57	-	-	55	-	-
Total Permanent Workers	731	631	86%	782	674	86.19%
Male	640	540	84%	667	564	84.56%
Female	91	91	100%	115	110	95.65%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,165	298	26%	805	69%	1,135	1,135	100%	1,135	100%
Female	57	1	2%	57	100%	55	55	100%	55	100%
Others	-	-	-	-	-	-	-	-	-	-
Total	1,222	299	24%	862	71%	1,190	1,190	100%	1,190	100%
Workers										
Male	640	640	100%	640	100%	667	667	100%	667	100%
Female	91	91	100%	91	100%	115	115	100%	115	100%
Others	-	-	-	-	-	-	-	-	-	-
Total	731	731	100%	731	100%	782	782	100%	782	100%

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	1,165	1,165	100%	1,135	1,135	100%
Female	57	57	100%	55	55	100%
Total	1,222	1,222	100%	1,190	1,190	100%
Workers						
Male	640	640	100%	667	667	100%
Female	91	91	100%	115	115	100%
Total	731	731	100%	782	782	100%

10. Health and safety management system:

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

The Company has well-defined Safety, Health, and Environment (SHE) and Quality Management Systems aligned with international standards, including ISO 9001, ISO 14001, and ISO 45001, as well as Occupational Health and Safety Management Systems. These systems are guided by robust safety procedures and emergency response plans, covering all manufacturing processes, equipment, and potential hazards across its offices, manufacturing facilities, and warehouses. Most of the manufacturing locations have successfully transitioned from OSHAS 18000 to ISO 45001.

Operating under the principles of these SHE systems, the Company focuses on people development, quality control, cost efficiency, and continuous improvement through 5S and KAIZEN methodologies. The Company strictly adheres to all applicable environmental laws and regulations, implementing processes to minimize its environmental impact. A strong emphasis is placed on sustainable practices and operational excellence.

In addition, the Company has established rigorous health and safety standards across its manufacturing facilities to ensure employee well-being and reduce accident risks. All employees are actively involved in identifying and mitigating unsafe acts and conditions, creating a safer and more environmentally friendly workplace within the manufacturing operations.

The health and safety policy for Eveready can be accessed at <https://www.evereadyindia.com/she-policy.html>

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 implements Standard Operating Procedures (SOPs), Job Safety Health Analysis, Hazard Identification and Risk Assessment (HIRA), and Hazardous Work Permits (HWP) to ensure a safe working environment. Extensive safety training is provided to employees and workers, fostering a strong culture of prioritizing safety.

To ensure compliance with Occupational Health and Safety management systems, the Company conducts periodic internal and external audits. Work-related hazards and risks are identified and assessed through robust safety procedures and emergency response plans that cover all manufacturing processes, equipment, and potential hazards across its offices, manufacturing facilities, and warehouses.

The Company's systems are designed to facilitate the adoption of best safety practices, which are regularly reviewed to ensure continuous improvement and adherence to safety standards.

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

Yes, the Company has established a Standard Operating Procedure (SOP) for workers to identify and report work-related hazards, along with clear steps for mitigating them. Workers have access to hazard identification slips and suggestion boxes to report any safety concerns. Additionally, they actively participate in the monthly General Safety Committee Meetings, where they can raise any work-related safety issues. Any observations made are recorded in the daily operational logbook, which is used to generate actionable plans for addressing these concerns.

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

Yes, employees and workers of Eveready have access to non-occupational medical and healthcare services. All plants are equipped with dedicated on-site medical centers staffed with doctors, and round-the-clock emergency transport services are available for hospital referrals. Employees benefit from regular health check-ups, stress management programs, and wellness initiatives such as yoga and ergonomic assessments. The Company also provides ESIC coverage and group medical insurance to ensure comprehensive healthcare support for its employees.

11. Details of safety related incidents:

Safety incident/number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00**
	Workers	0.24	0.74**
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	1.00	5.00***
Number of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

* Includes contract workforce.

**The data for FY 2023-24 has been shown separately for employees and workers whereas in the previous year report it was shown as cumulative figure.

***Minor injuries.



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

Eveready is committed to creating a safe, inclusive, and growth-oriented workplace with a focus on employee well-being, safety, and skill enhancement. The Company has implemented a comprehensive set of measures to ensure a safe and healthy work environment across all operations, integrating safety protocols, continuous training, health initiatives, and strong governance structures.

Upon joining the Company, every employee / worker undergoes a thorough safety training program, covering key topics like machine handling, fire safety, electrical hazards, and PPE usage, as applicable. This training is reinforced through regular safety awareness sessions, fire drills, and evacuation exercises. The Company also has robust fire detection and suppression systems in place to address any fire-related risks.

Eveready follows a structured health and safety governance framework aligned with ISO 45001 standards. This includes regular safety audits, risk assessments, and corrective actions to ensure continuous improvement. The Risk Management Committee (RMC) reviews safety policies at the Board level, while plant heads, site managers, and safety officers implement these policies and oversee incident reporting. Each plant has its own safety committee to manage incidents and ensure risk mitigation.

Proactively identifying and addressing risks is a priority at Eveready. The Company uses Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) to evaluate risks before they escalate. Regular third-party safety audits help ensure compliance with national and international safety standards. Safety considerations are embedded in the design of equipment, minimizing human-machine interaction to reduce accident risks. In terms of health and wellness, Eveready provides on-site medical centers at all plants with regular health check-ups, stress management programs, and occupational health screenings. Employees also benefit from ESIC coverage, group medical insurance, and mental well-being programs, including yoga and ergonomic assessments. The Company maintains emergency vehicles on-site for immediate medical attention when needed. To create a safety-conscious culture, Eveready conducts regular training, safety drills, and behavioral safety initiatives for both permanent and contractual staff. Monthly safety drills, awareness campaigns, and behavioral audits ensure that safety practices remain a priority. Employees and workers are encouraged to participate in monthly General Safety Committee meetings to raise concerns and provide feedback.

Eveready tracks its safety performance through key metrics such as Lost Time Injury Frequency Rate (LTIFR) and reviews these metrics regularly through daily reports, monthly plant reviews, and quarterly updates to the Board, ensuring continuous focus on safety improvement.

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	-	-	-	-	-	-
Health and safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	
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 conducts periodic internal and external audits to assess health and safety practices and working conditions across its manufacturing locations. In FY 2024-25, Eveready reported zero fatalities among employees while on duty. To ensure a safe workplace, the Company has a robust health and safety management system, including HIRA, JSA, and regular safety audits to proactively identify and mitigate risks. In the event of any safety-related incidents, corrective actions such as reinforced safety protocols, targeted retraining, and enhanced engineering controls are swiftly implemented. Continuous oversight by safety committees and the Risk Management Committee ensures alignment with ISO 45001 standards, driving sustained improvements in workplace safety. Further, road safety measures like covered pedestrian pathways have been installed within the plant premises to ensure safe movement of employees.

Leadership Indicators

- 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, Eveready provides comprehensive coverages for all employees and workers. This includes health insurance, accident insurance, gratuity life cover, PF, ESIC, ensuring that 100% of employees and workers are protected.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**
Eveready is committed to upholding transparent and compliant business practices throughout our value chain. The Company ensures that all statutory dues related to indirect taxes, such as GST, TDS and TCS are properly deducted and deposited for all the value chain partners involved in sourcing. To further enhance compliance, the Company encourages value chain partners to ensure that other statutory dues, such as PF, ESIC, and more, are deducted and deposited as required. Eveready also actively collaborate with partners to upload and submit the necessary documentation regarding GST. Through these efforts, Eveready ensure the up to the mark standards of compliance while contributing to the sustainable growth of both our businesses and communities.
- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

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

- 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, Eveready supports employees during career transitions, including retirement or termination, through skill development and continuous learning opportunities. The Company offers programs like apprenticeships and leadership training to enhance long-term employability. Additionally, Eveready provides comprehensive health and wellness initiatives, including medical insurance and a grievance redressal system to assist employees during transitions.
- 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	100%
Working conditions	100%

- 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.**
The Company conducts regular audits and assessments, including self-certification, to verify compliance with its Code of Conduct, which emphasizes the provision of safe and healthy working conditions, environmental responsibility, and adherence to legal standards. If any non-compliance or concerns are identified, EILL works closely with its suppliers to address the issues and take corrective actions. This includes enforcing proper safety protocols, ensuring risk assessments, and establishing grievance mechanisms for addressing health and safety issues.

In cases of significant risks or concerns, EILL holds its suppliers accountable, requiring them to take immediate corrective actions and notify the Company. The suppliers are also responsible for ensuring compliance with the Code by their subcontractors and tier-2 suppliers. EILL supports continuous improvement in its value chain by fostering collaboration with suppliers to mitigate risks related to workplace safety and health. This proactive approach includes implementing safety audits, training programs, and encouraging suppliers to adopt sustainable and safe practices across their operations.

The Policy/Code for Suppliers & Service Providers for Eveready can be accessed at <https://www.evereadyindia.com/code-suppliers-policies.html>.

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.

Eveready identifies stakeholder groups based on the nature of their engagement with the Company, both internal and external. Internal stakeholders include employees and leadership, while external stakeholders consist of business partners, shareholders, investors, customers, suppliers, and the broader community. The Company prioritizes open and transparent communication with all parties. Eveready conducts materiality assessments and engages with stakeholders through various methods, such as one-on-one discussions and surveys, to gather feedback and insights. This approach helps the Company align with stakeholder expectations, address concerns, and incorporate their input into business decisions.

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

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, Notice board, website), other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	E-mail, SMS, advertisements, website, newspapers, investor conferences, analyst meetings, annual report, social media etc.	Annually/ quarterly, as the case maybe	Communication on financial performance, growth perspective, product applicability and any material information. Key topics include: <ul style="list-style-type: none"> • Financial Results • Dividend • Requisite approvals • Resolution of complaints • Other Company updates
Investors (other than shareholders)	No	E-mail, advertisements, website, newspapers, investor conferences, annual report, analyst meetings, social media etc.	Regularly	<ul style="list-style-type: none"> • Communication on general updates • New product developments • Queries resolution • Business performance • ESG updates • Events and activities such as campaigns and announcements
Employees	No	Email, intranet, website, notice board, In-house magazine, social activities, senior leadership communication, trainings, goal setting and performance appraisals, meetings, reviews, exit interviews, wellness initiatives, grievance mechanism, townhalls, etc.	Regularly	Employee engagement – the organisation has transparent and open communication channels. Key topics include: <ul style="list-style-type: none"> • Communication on rewards and recognitions • Talent management • New opportunities • CSR and sustainability updates • Training programs • Performance analysis • Long term employment strategy plans • Employee assistance programs • Company performance updates • Any relevant changes in policies or procedures • Employee volunteering programs • Responsible marketing • Brand communications

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, Notice board, website), other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, newspaper, pamphlets, advertisements, website, grievance mechanism, customer care toll free number, meetings, surveys, written and verbal communication, fairs, social media, annual reports, etc.	Regularly	Understand customer requirement, creating awareness on product and applicability, alignment of business operations to such Requirements. Key topics include: <ul style="list-style-type: none"> Product quality and availability Complaints Product handling Feedback Payment collection Marketing and brand communication Communication on new product development Current and future business management
Suppliers	No	Website, email, contracts, written and verbal communication, meetings, visits, social media and surveys, annual reports, etc.	Regularly	Maintaining strong relationships with value chain partners. Key topic include: <ul style="list-style-type: none"> Query and timely delivery Any change in Policy/Code for Suppliers New Product development Supplier capability enhancement Sustainability initiatives
Communities	Yes	One-to-one meetings; focused group discussions; pamphlet distribution, NGO partners, social media, website, etc.	Regularly	Inclusive growth across communities living in the vicinity of production facilities: Key topics include: <ul style="list-style-type: none"> Assessments for CSR projects and development programs to understand community needs and preferences Post-implementation project upkeep and management Grievance redressal to address concerns or feedback from stakeholders.

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 recognizes that stakeholder engagement is essential for informed and responsible decision-making, especially on matters related to economic, environmental, and social topics. While direct consultation between stakeholders and the Board may not occur in all cases, the Company has institutionalized a multi-tiered process to ensure stakeholder views are effectively communicated and considered at the Board level.

- Stakeholder Mapping and Engagement Strategy: The Company identifies and categorizes its key stakeholders, including employees, customers, investors, suppliers, regulators, and communities. Engagement strategies are tailored to each stakeholder group and include surveys, town halls, investor meetings, vendor audits, and CSR outreach programs.
- Operational and Functional Channels: Dedicated teams such as the CSR, HR, Investor Relations and Compliance departments are responsible for ongoing stakeholder engagement. These teams gather stakeholder feedback on a range of economic, environment and social issues.
- Materiality Assessment: Periodic materiality assessments are conducted to determine the most relevant sustainability and ESG topics for stakeholders and the business. The outcomes are consolidated into reports shared with senior management and Board committees.
- Board-Level Reporting: Feedback and insights from stakeholder engagements are synthesized and presented to the Board or relevant Board committees (e.g., CSR Committee; Risk Management) through annual reports, management communication, updates during strategy and risk review sessions.
- Integration into Strategic Decisions: The Board takes stakeholder feedback into consideration when setting the Company's strategic direction, ESG goals, risk management priorities, and CSR programs.

This structured approach ensures that the voices of stakeholders are consistently heard and integrated into corporate governance and long-term planning.

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.

As part of its inclusive business strategy, the Company undertakes an ongoing evaluation of material topics by identifying key issues across the organization, consulting both internal and external stakeholders, and prioritizing areas of greatest relevance and impact. In Eveready's materiality assessment, the Company ensured that a broad range of sustainability issues were integrated into the evaluation of risks and opportunities across the Company, which also encompasses feedback from both internal and external stakeholders.

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

The Company is committed to inclusive growth and actively engages with vulnerable and marginalized stakeholder groups, including economically weaker sections, women, differently-abled individuals, vulnerable communities, and underrepresented local populations in its operational areas. At Eveready, our Corporate Social Responsibility (CSR) initiatives are built on four core themes that directly target the needs of vulnerable and marginalized communities. We actively engage with these groups through structured community outreach, partnerships with NGOs, and needs-based assessments to ensure impactful and sustainable interventions.

- i. Project Durga: Promoting gender equality, empowerment of women, setting up homes and hostels for women and welfare of senior citizens
- ii. Project Saksham: Promoting Education, Sports, enhancing vocation skills and thereby livelihood generation
- iii. Project Go Green: Environmental Sustainability, ecological balance, protection of flora and fauna, conservation of natural resources
- iv. Project Sushasthya: Promoting healthcare including preventive health care

Some notable initiatives are as given below:

Project Durga:

- Fashion designing vocational training wherein marginalized young women were trained in fashion design, providing them with the skills needed to enter the workforce and secure employment
- Bakery training program which empowered women with baking skills and entrepreneurial knowledge, leading to employment opportunities for several beneficiaries

Project Saksham:

- Scholarships were provided to economically disadvantaged students in partnership with The Telegraph Education Foundation enabling them to continue their education.
- Infrastructure development at Dalgoma Higher Secondary School in Assam aimed at improving the learning environment for marginalized children by constructing new classrooms.
- Education for underprivileged children at Birati Global Vision Society wherein the program not only ensures access to quality education for children from marginalized backgrounds but also provides nutritious meals, improving overall well-being
- Online literacy programme for deaf and speech-impaired individuals through the Signing Hands Foundation, wherein education was provided to deaf and speech-impaired individuals, empowering them with basic literacy skills.

Project Go Green:

- Drinking water project was taken up wherein drinking water stations were installed to help alleviate water scarcity in the town of Maddur in Karnataka where the Company's plant is situated benefiting the local population, especially in rural areas.
- Tree plantation at one of the Company facilities located at Haridwar through collaboration with Give Me Trees Trust by which 4,500 saplings were planted contributing to environmental sustainability and also provided long-term benefits to the local community by increasing ground water levels, improving air quality and promoting biodiversity.

Project Sushasthya:

- Cleft surgeries were conducted for children transforming their lives and enabling them to lead healthier, more fulfilling lives.
- Nutrition support for tuberculosis patients in the neighbouring villages of the Company's plant situated at Matia in Assam wherein nutritious food baskets were given to tuberculosis patients aiding their recovery and improving their overall health.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy (ies) of the entity:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
Employees						
Permanent	1,222	1,222	100%	1,190	1,190	100%
Other than permanent	-	-	-	-	-	-
Total employees	1,222	1,222	100%	1,190	1,190	100%
Workers						
Permanent	731	731	100%	782	782	100%
Other than permanent	-	-	-	-	-	-
Total employees	731	731	100%	782	782	100%

2. Details of minimum wages paid to employees and workers:

Category	Total (A)	FY 2024-25				Total (D)	FY 2023-24			
		Equal to minimum wage		More than minimum wage			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	1,222	-	-	1,222	100%	1,190	-	-	1,190	100%
Male	1,165	-	-	1,165	100%	1,135	-	-	1,135	100%
Female	57	-	-	57	100%	55	-	-	55	100%
Other than permanent	337	150	45%	188	57%	291	-	-	291	100%
Male	332	149	45%	184	55%	290	-	-	290	100%
Female	5	1	20%	4	80%	1	-	-	1	100%
Workers										
Permanent	731	-	-	731	100%	782	-	-	782	100%
Male	640	-	-	640	100%	667	-	-	667	100%
Female	91	-	-	91	100%	115	-	-	115	100%
Other than permanent	956	917	96%	39	4%	706	-	-	706	100%
Male	850	812	96%	38	4%	680	-	-	680	100%
Female	106	105	99%	1	1%	26	-	-	26	100%

3. Details of remuneration/salary/wages**a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	13	7,20,000.00	1	8,80,000.00
Key Managerial Personnel	2	2,02,50,745.00	1	23,52,163.00
Employees other than BoD and KMP	1,163	6,22,630.00	56	6,85,941.00
Workers	640	3,25,235.00	91	3,21,593.00

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	12.97%	14.48%

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, Eveready has a structured approach to address human rights impacts and issues within the business. The HR department ensures compliance with the Human Rights Policy, which outlines respect and protection for all stakeholders. It emphasizes fair treatment, diversity, inclusion, employee well-being, and the prevention of child labor. The policy also supports responsible practices across our operations. The Company has established Internal Committees for POSH (Prevention of Sexual Harassment) to ensure a harassment-free workplace. Additionally, the Company has grievance mechanisms in place to effectively address concerns raised by employees, including women's safety. For HR grievances, the dedicated POSH email ID is accessible only to the Chief Human Resource Officer (CHRO), ensuring confidentiality. Upon receipt of a grievance, closed-door meetings are conducted for both HR-related issues and general grievances to ensure sensitive and fair resolution. Through these measures, Eveready ensures that human rights are respected, and issues are promptly addressed across its operations.

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

Eveready has established several internal mechanisms to address grievances related to human rights issues, ensuring that employees have accessible and effective channels for raising concerns. One key mechanism is the Grievance Redressal Committees, which includes a dedicated POSH (Prevention of Sexual Harassment) Committee. This committee ensures that any complaints related to harassment, discrimination, or other human rights issues are addressed promptly, fairly, and confidentially.

Additionally, employees have the option to escalate their grievances through various channels, such as direct communication with HR, suggestion boxes, and email, providing multiple ways to raise concerns securely. The grievance redressal mechanism for human rights issues is integrated into the Company's Vigil Mechanism/Whistleblower Policy and Policy on Prevention of Sexual Harassment.

The Company also conducts regular awareness and training programs on human rights, workplace safety, and harassment prevention. These programs ensure that all employees are aware of their rights and the available channels for reporting grievances.

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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour/ involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

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

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

To prevent adverse consequences to the complainant in cases of discrimination and harassment, the Company has established robust mechanisms within its Policy on Sexual Harassment and Vigil Mechanism/Whistleblower Policy. These policies ensure that employees can report any concerns or incidents of discrimination and harassment confidentially and without fear of retaliation.

Key mechanisms include:

- Confidential reporting:** Employees can report incidents of discrimination and harassment through secure and confidential channels, such as the Vigilance Officer, the Chairman of the Audit Committee, or directly to the Internal Committees for POSH. These reporting channels ensure that complainants are protected from any potential backlash or retaliation, maintaining their confidentiality and safety throughout the process
- Non-retaliation guarantee:** Eveready has a strict non-retaliation policy, assuring complainants that they will not face adverse consequences for bringing forward their concerns. This policy is communicated clearly to all employees to foster a safe and supportive environment
- Timely and fair investigation:** All complaints are promptly investigated by trained and impartial committees, ensuring that the process is fair and thorough. The investigation is conducted with respect for confidentiality, and the complainant is informed of the progress.

- d) Support for the complainant: Throughout the investigation process, the complainant is provided with necessary support, including counseling services and interim measures such as temporary transfers or leave if required
- e) Disciplinary actions against retaliation: Any act of retaliation against a complainant is considered a violation of Company policy and is dealt with severely. Disciplinary actions are enforced to ensure that all employees feel safe in reporting grievances

By implementing these mechanisms, Eveready ensures that complainants of discrimination and harassment are protected from any adverse consequences and that their rights and well-being are safeguarded throughout the grievance redressal process.

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

At Eveready, respect for human rights is a fundamental principle embedded across our operations and extended value chain. Human rights requirements are explicitly incorporated into our business agreements, vendor contracts, and supplier codes of conduct. Vendors and suppliers are encouraged to adhere to the Company policies and codes which are easily accessible on the website of the Company. All vendors, contractors, and service providers are required to acknowledge and comply with these policies and codes as a condition of doing business with Eveready. All suppliers are governed by the Supplier Code of Conduct, which sets clear expectations for compliance with relevant laws concerning labor, human rights, environmental conservation, food safety, and overall business practices. The Code outlines requirements for suppliers, service providers, and their subcontractors to adhere to human rights standards. This includes provisions that prohibit child and forced labor, promote non-discrimination, ensure fair wages and working hours, and respect workers' rights to freedom of association and collective bargaining. Suppliers are also encouraged to implement processes for assessing and managing human rights within their operations and to establish grievance mechanisms to address any concerns.

The Supplier Code of Conduct also emphasizes adherence to ethical standards, including anti-corruption measures and the fair treatment of employees, ensuring that human rights are upheld across the supply chain. To verify compliance, regular audits and assessments are carried out, and any non-compliance must be promptly reported and rectified.

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	-

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.

In response to addressing human rights grievances and complaints, Eveready has introduced and modified several business processes, with a significant enhancement to its Grievance Redressal Mechanism. This mechanism provides employees and stakeholders with accessible channels, such as email, suggestion boxes, or direct communication with CHRO, to report issues related to human rights violations, including discrimination or harassment. The process is designed to be transparent and confidential, ensuring prompt resolution and follow-up actions. Eveready also established Internal Committees for the Prevention of Sexual Harassment (POSH) and human rights concerns, tasked with investigating complaints and maintaining a safe, respectful work environment. Furthermore, employee feedback is continuously incorporated to improve the grievance process and prevent recurrence of issues. The Company regularly monitors and reports complaints to senior management, fostering transparency and accountability.

Additionally, the Company integrates its grievance redressal mechanism with its broader workplace safety, inclusion, and diversity programs. By doing so, the Company ensures that human rights issues are handled holistically, with corrective actions and training initiatives to prevent future violations.

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

The Company regularly reviews and audits its policies, practices, and suppliers through internal assessments, external audits, and feedback mechanisms. These efforts are supported by training and awareness programs for employees and management to enhance understanding of human rights risks and mitigation strategies. Additionally, the Company ensures that there are grievance mechanisms in place to address any human rights concerns raised by employees, suppliers, or other stakeholders. Going forward, the Company will implement a comprehensive due diligence process to assess and manage human rights risks within its business activities, including those related to its supply chain, workplace practices, and stakeholder interactions.

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, the Company is committed to ensuring that its premises and office environments are accessible to differently abled visitors, in compliance with the Rights of Persons with Disabilities Act, 2016. The Company has implemented measures to provide appropriate facilities, assisted devices, and an accessible environment to support the needs of persons with disabilities. This includes ensuring that visitors with disabilities have access to all areas of the premises, with necessary amenities and support in place to facilitate their visit. Furthermore, the Company has designated a Liaison Officer responsible for overseeing the accessibility and ensuring that the premises comply with the requirements for differently abled individuals. The Company continues to maintain a workplace and environment that respects the dignity and rights of persons with disabilities, ensuring equality and inclusivity. Policy regarding differently abled visitors can be accessed at <https://www.evereadyindia.com/brsr-policies.html>.

4. Details on assessment of value chain partners:

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

*For FY 2024-25, supplier coverage is limited to 25% of the total number of suppliers, who collectively account for approximately 80% of the total business value with the Company.

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

The Company recognizes the importance of upholding ethical and human rights standards throughout its value chain. The Company ensures that its supply chain partners conduct a thorough assessment of their operations through third-party audits and share the assessment certificates to confirm compliance. Vendors are encouraged to adopt ethical practices, and collaboration is facilitated to ensure the promotion of responsible business operations. In case any concerns arise, a Supplier Code of Conduct is in place to address them promptly and effectively.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24*
From renewable sources		
Total electricity consumption (GJ) (A)	7,494.40	291.01
Total fuel consumption (GJ) (B)	0	-
Energy consumption through other sources (GJ) (C)	0	-
Total energy consumed from renewable sources (A+B+C)	7,494.40	291.01
From non-renewable sources		
Total electricity consumption (GJ) (D)	45,799.33	53,144.52
Total fuel consumption (GJ) (E)	25,497.18	5,737.12**
Energy consumption through other sources (GJ) (F)	0	23,811.68
Total energy consumed from non-renewable sources (D+E+F)	71,296.51	82,693.32
Total energy consumed (A+B+C+D+E+F)	78,790.91	82,984.33

Parameter	FY 2024-25	FY 2023-24*
Energy intensity per rupee of turnover (total energy consumed/ Revenue from operations) (GJ/INR lakhs)	0.59	0.63@
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/INR lakhs)	12.10***	12.87****
Energy intensity in terms of physical output (GJ/Mn. No.)	61.03	65.04@
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* The data for FY 2023–24 was reported in kJ, whereas for FY 2024–25, it has been converted and presented in GJ, to align the same with BRSR format.

** Fuel consumption was limited to captive use; outsourced vehicles and LPG usage were accounted for under other sources.

*** The IMF PPP conversion rate considered for FY 2024–25 is 20.66 (Source: IMF).

****The intensity value per rupee turnover adjusted for PPP of FY 2023–24 has been re-estimated using the IMF published PPP conversion rates for India to align with the 'Industry Standards on Reporting of BRSR Core' formulated by Industry Standards Forum (ISF) in consultation with SEBI (as issued by SEBI under circular no. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024). The IMF PPP conversion rate considered for FY 2023–24 is 20.43 (Source: IMF)

@Restatement of information.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No independent assurance has been done for data verification.

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

No, this is not applicable for the Company.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	700.80	17,425
(ii) Groundwater	81,514.10	96,468
(iii) Third party water	39,315	27,965
(iv) Seawater / desalinated water	-	-
(v) Others	192.33	1,911
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,21,722.23	1,43,769
Total volume of water consumption (in kilolitres)	82,671.23	1,43,769
Water intensity per rupee of turnover (total water consumed / Revenue from operations) (kL/INR lakhs)	0.61*	1.09*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (kL/INR lakhs)	12.70**	22.30***
Water intensity in terms of physical output (Kilolitre / Mn. No.)	64.03	112.67
Water intensity (optional) – the relevant metric may be selected by the entity		

*The data has been estimated in terms of the unit kL/INR lakhs for FY 2024–25, instead of kL/INR as reported in FY 2023–24 for better representation. Accordingly, the data for FY 2023–24 has also been restated in kL/INR lakhs for consistency.

** The IMF PPP conversion rate considered for FY 2024–25 is 20.66 (Source: IMF).

*** The intensity value per rupee turnover adjusted for PPP of FY 2023–24 has been re-estimated using the IMF published PPP conversion rates for India to align with the 'Industry Standards on Reporting of BRSR Core' formulated by Industry Standards Forum (ISF) in consultation with SEBI (as issued by SEBI under circular no. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024). The IMF PPP conversion rate considered for FY 2023–24 is 20.43 (Source: IMF)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No independent assurance has been done for data verification.

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	30,139.60	-
- No treatment	9,423	7,770
- With treatment – please specify level of treatment	20,716.60	18,434
- Primary treatment	12,570.60	-
- Secondary treatment	8,146	-
- Tertiary treatment	-	-
(ii) To groundwater	73,006.42	-
- No treatment	73,006.42 (Rainwater harvesting)	67,521 (Rainwater harvesting)
- With treatment – please specify level of treatment	-	-
(iii) To seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others (to sewerage)	18,334	15,017
- No treatment	-	-
- With treatment – please specify level of treatment	18,334	15,017
- Primary treatment	7,444	-
- Secondary treatment	10,890	-
- Tertiary treatment	-	-
Total water discharged (in kilolitres)	1,21,480.02	1,08,742

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Testing of wastewater samples has been done by Indicative Consultant India, Interstellar Testing Centre Pvt. Ltd., Sophisticated Industrial Materials Analytic Labs Pvt. Ltd., ABNS Scientific Services, National Analytics Laboratories and Research Center and Noida Testing Laboratories.

Level of treatment

Stage I : Removal of Oil & Grease. Stage II : Removal of Zinc, Lead, Manganese etc. Stage III : pH maintained between 6.5 - 8.5. Stage IV : Removal of organics and odour.

Wastewater is treated in the Company's own effluent treatment and sewage treatment plants before being discharged to sewerage and in line with consent requirements of the Pollution Control Board

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

Yes, Eveready has implemented a Zero Liquid Discharge (ZLD) mechanism as part of its robust environmental management strategy, ensuring responsible wastewater management. This system has been successfully deployed at its Maddur, Matia and Haridwar plants, where all wastewater is treated and reused, preventing any discharge of wastewater into external water bodies.

At the Maddur, Matia and Haridwar plant, the ZLD system ensures that all treated wastewater is repurposed for various non-potable applications such as gardening, floor cleaning, and other operational activities. This approach reduces the plant's dependency on freshwater and minimizes the environmental impact by ensuring water circularity.

In addition, each Eveready plant is equipped with combined Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) to ensure effective wastewater treatment. The treated water is repurposed for various applications, including toilet flushing, gardening, process jig cleaning, process cooling and sprinkling on green areas. To ensure compliance with statutory requirements, water quality is regularly tested at NABL-accredited laboratories.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24*
NOx + HC	µg/m ³	82.46	2.56**
SOx	µg/m ³	47.08	29.95***
Particulate Matter (PM)	µg/m ³	360.00	18.00***
Persistent organic pollutants (POP)	µg/m ³	-	-
Volatile organic compounds (VOC)	µg/m ³	-	-
Hazardous air pollutants (HAP)	µg/m ³	-	-
Others- please specify	µg/m ³	-	-
NO ₂	µg/m ³	-	20.85
CO	µg/m ³	0.11	0.02
Ozone (O ₃)	µg/m ³	<20.00	<20.00
Ammonia (NH ₃)	µg/m ³	<10.00	<10.00
Lead (Pb)	µg/m ³	0.05	0.05
Nickel (Ni)	µg/m ³	<5.00	<5.00
Arsenic (As)	µg/m ³	<1.00	<1.00
Benzene (C ₆ H ₆)	µg/m ³	<4.20	<4.20
Benzo(a)Pyrene (BaP)	µg/m ³	<0.50	<0.50

*All the manufacturing locations do not produce the same product and hence production processes are not similar. Thus, given data for FY 2023-24, was of Assam factory, the largest factory which produces products of highest annual value. All of factories meet the statutory compliance requirements of the respective State Pollution Control Board (SPCB).

** Data was reported in g/kW-hr in FY 2023-24 for NO_x+HC.

***Data was reported in mg/Nm³ in FY 2023-24.

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

No independent assurance has been done for data verification.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
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	1,670.16	3,007
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	10,363.15	11,768
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/INR lakhs	0.09*	0.11*
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)	tCO ₂ e/INR lakhs	1.85**	2.29***
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / Mn. No.	9.32	11.58
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The data has been estimated in terms of the unit tCO₂e/INR lakhs for FY 2024–25, instead of tCO₂e/INR as reported in FY 2023–24, to enable better representation. Accordingly, the data for FY 2023–24 has also been restated in tCO₂e/INR lakhs for consistency.

** The IMF PPP conversion rate considered for FY 2024–25 is 20.66 (Source: IMF).

*** The intensity value per rupee turnover adjusted for PPP of FY 2023–24 has been re-estimated using the IMF published PPP conversion rates for India to align with the 'Industry Standards on Reporting of BRSR Core' formulated by Industry Standards Forum (ISF) in consultation with SEBI (as issued by SEBI under circular no. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024). The IMF PPP conversion rate considered for FY 2023–24 is 20.43 (Source: IMF)

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

No independent assurance has been done for data verification.

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

Yes, the Company has implemented multiple projects aimed at reducing greenhouse gas (GHG) emissions. Key initiatives include:

- Renewable energy adoption: Installation of 2.3 MWp of on-grid solar photovoltaic modules for partial electricity substitution. The Matia plant operates a 1 MW solar plant, while the Maddur and Lucknow plants have installed 650 KWp and 600 KWp solar plants respectively, reducing reliance on grid electricity and lowering Scope 2 emissions. The Company has also installed 62 KWp Roof top solar plant at the Head office.
- Fuel transition: Shift from diesel to PNG in generators at one location and from high-speed diesel (HSD) to LPG in furnace operations at the Maddur plant.
- Electric vehicles: Replacement of diesel forklifts with electric forklifts for material handling.
- Energy efficiency measures: Replacement of conventional mercury lamps with LED lighting, implementation of ISO 50001-certified energy management systems, and use of natural lighting and ventilation solutions (turbo ventilators, transparent sheets) at the Lucknow plant to reduce energy consumption.
- Emission control: Capacity adjustments in furnaces for emissions reduction and regular stack emission monitoring through NABL-certified agencies to track and control PM, SOX, and NOX emissions.
- Natural lighting and ventilation systems: Implemented turbo ventilators and transparent sheets at the Lucknow plant to reduce dependence on artificial cooling systems, cutting energy demand and GHG emissions.

As a result of these efforts, the Company achieved a 18.56% reduction in total Scope 1 and Scope 2 emissions over the last financial year, reinforcing its commitment to sustainability and climate action.

9. Provide details related to waste management by the entity:

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	306.90	261.96
E-waste (B)	0.69	0.24
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	1.00
Battery waste (E)	309.93	464.90
Radioactive waste (F)	-	-
Other hazardous waste. Please specify, if any. (G)	1,168.23	1139.44
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,182.92	990.55
Total (A+B + C + D + E + F + G + H)	2,968.66	2,858.09
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR lakhs)	0.02*	0.02*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR lakhs)	0.46**	0.44***
Waste intensity in terms of physical output (MT /Mn. No.)	2.30	2.24
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	670.94	785.93
(ii) Re-used	1,010.47	968.35
(iii) Other recovery operations	-	-
Total	1,681.41	1,754.28

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	153.22	137.88
(ii) Landfilling	146.88	148.14
(iii) Other disposal operations	1055	814
Total	1,355.35	1,100.02

*The data has been estimated in terms of the unit MT/INR lakhs for FY 2024–25, instead of MT/INR as reported in FY 2023–24, to enable better representation. Accordingly, the data for FY 2023–24 has also been restated in MT/INR lakhs for consistency.

** The IMF PPP conversion rate considered for FY 2024–25 is 20.66 (Source: IMF).

*** The intensity value per rupee turnover adjusted for PPP of FY 2023–24 has been re-estimated using the IMF published PPP conversion rates for India to align with the 'Industry Standards on Reporting of BRSR Core' formulated by Industry Standards Forum (ISF) in consultation with SEBI (as issued by SEBI under circular no. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024). The IMF PPP conversion rate considered for FY 2023–24 is 20.43 (Source: IMF)

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

No independent assurance has been done for data verification.

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 Company has developed Waste Management Standard Operating Procedures (SOPs) to ensure the proper handling and disposal of industrial waste, including E-waste, ETP sludges, zinc ash, used oil, empty barrels, metal scraps, and paper waste. The Company has a robust waste management strategy aligned to circular economy approach, that focuses on a structured practice for waste identification, segregation, reuse, and responsible disposal. The Company's key waste management practices include:

- Segregation and storage: Scrap materials from raw material packaging and manufacturing processes are stored in designated bins and demarcated areas. Hazardous waste, including used oil and oil-soaked cotton, is securely stored in covered spaces to prevent leakage before disposal through authorized recyclers
- Battery waste management: Scrap batteries post rework and recycling are pre-weighed, collected, and securely stored before being sent to PCB-authorized recyclers, ensuring adherence to the Battery Waste Management Rules, 2022, and Extended Producer Responsibility (EPR) guidelines. The Company's R&D department (DSIR recognized, NABL accredited) is actively working to reduce and eliminate hazardous chemicals in products and processes. In FY 2023-24, the Company successfully eliminated lead usage in zinc anodes and removed mercury from separator pastes. To substitute lead, the Company introduced a combination of zinc and proprietary alloys, which not only enhanced battery performance but also improved safety. Additionally, AA and AAA category of batteries manufactured by Eveready are fully RoHS compliant, undergoing rigorous testing to confirm that the raw materials meet global environmental standards.
- Zinc and metal waste recycling: Zinc dross from furnaces is screened for reuse, with 99% material recovery achieved through sieving, segregation, and heat treatment. Cathode mix standardization has also led to a 30% reduction in scrap generation while enhancing battery performance
- Hazardous waste handling: Hazardous chemicals are stored in FRP tanks with acid-proof tiling and connected to Effluent Treatment Plants (ETPs). ETP sludge is collected, dried, and disposed of through PCB-authorized vendors.
- Plastic waste reduction: The Company complies with the Plastic Waste Management Rules, 2024, and EPR Guidelines, applicable on them under the status of an Importer. Further, to minimize generation of plastic waste, all plants have been using compostable polybags for packaging, supporting sustainability and reducing environmental impact. Additionally, the Company replaced PVC with PET blister packaging, which improves recyclability and promotes the use of more environmentally friendly materials.
- Solid waste management: The solid waste generated at Eveready plants are segregated and stored within defined compounds walls for structured waste handling. The solid waste is disposed of through authorized recyclers.

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:

The Company has undertaken all required environmental clearance and necessary no objection certification (NOCs) at the time of establishment of the Company. However, none of the production facilities are in ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:
Not Applicable.
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).
Yes, the Company is compliant with the applicable environmental law / regulations / guidelines prevalent in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
Not applicable. None of the Company's plants are located in areas of water stress.
2. Please provide details of total Scope 3 emissions & its intensity, in the following format: The Company is yet to estimate its Scope 3 emissions.
The Company is currently in the process of estimating Scope 3 emissions for its facilities.
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 Company does not have any offices or site in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.)
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:
The Company has undertaken several specific initiatives and adopted innovative technologies to improve resource efficiency and reduce environmental impacts, including emissions, effluent discharge, and waste generation. Below are the details of such initiatives and their outcomes:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)*
1.	Transition to renewable energy	The Company has installed solar power plants at multiple manufacturing units to reduce dependence on grid electricity. The Matia plant has a 1 MWp solar power plant, while the Maddur and Lucknow plants have respectively installed 650 KWp and 600 KWp solar plants, reducing reliance on grid electricity and lowering Scope 2 emissions. The Company has also installed 62 KWp roof top solar plant at the Head Office.
2.	Energy management system	The Company has adopted ISO 50001-certified energy management systems across its operations to optimize energy usage. It has replaced conventional mercury lamps with energy-efficient LED lights and transitioned from high-speed diesel (HSD) to LPG in manufacturing processes.
3.	Air emissions management	Regular stack emission monitoring is conducted through NABL-certified agencies at all plants to track and manage emissions of PM, SOX, and NOX. Scrubbers have been installed in the chromium plating unit at the Lucknow plant to neutralize harmful emissions.
4.	Water management and conservation	The Company has implemented water conservation strategies like rainwater harvesting (RWH) systems across several sites, including the Haridwar plant (1512 KLD capacity) and the Matia plant (970 KLD). It also achieves zero liquid discharge at its Maddur, Matia and Haridwar plants, where treated wastewater is repurposed for gardening and operational processes. All sites have combines STPs and ETPs for effluent management.
5.	Waste management and recycling	The Company follows a circular economy approach in its waste management strategy. It segregates and recycles various waste streams, including E-waste, battery waste, plastic waste, and hazardous wastes like used oil. Pre-weighted scrap batteries are sent to PCB-authorized recyclers in compliance with the Battery Waste Management Rules, 2022 and Extended Producer Responsibility (EPR) commitments. Zinc fines and offcuts from battery production are reused into the production cycle.
6.	Battery component innovations	The Company has eliminated the use of hazardous materials like lead and mercury in its battery production processes. Lead has been substituted with a combination of zinc and proprietary alloys, improving battery performance and safety.

*Outcome (in terms of savings) of the above initiatives have not been computed by the Company.

These initiatives collectively contribute to Eveready's commitment to enhancing resource efficiency, reducing its environmental footprint, and supporting global sustainability objectives.

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

Yes, Eveready has an On-Site Emergency Response Plan (OERP), customized as per each plant's operating process, to ensure business continuity and disaster management. The OERP outlines emergency response procedures, accident/incident investigation, evacuation protocols, and maintenance of emergency equipment. It includes specific guidelines for hazardous substance handling, emergency contacts, and fire-fighting equipment. The plan also schedules emergency response drills and ensures the security of facilities and equipment. Regular reviews and updates are conducted to maintain preparedness. The plan adheres to the Factories Act, 1948, Hazardous Waste (Management & Handling) Rules, 1989, and Environment (Protection) Rules, 1986, ensuring structured and compliant emergency responses.

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.

The Company has not observed any significant adverse impact to the environment, arising from the operations of its value chain.

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

During the reporting year FY 2024-25, the Company has not assessed any value chain partner for environmental impacts.

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

- By the listed entity: NIL
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NIL

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations. – 2
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	India Lead Zinc Development Association	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.

There were no cases of anti-competitive conduct on the Company in the FY 2024-25.

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.	Eveready actively participates in multi-stakeholder engagements and public consultations. Only authorised individuals of the Company engage with various Government departments and regulatory bodies, through trade and industry associations, to proactively address changes/suggestions to regulations.	Through industry bodies	No	N.A.	N.A.

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.**
Not Applicable. No SIA was undertaken during the reporting period.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.**
Not Applicable.

3. **Describe the mechanisms to receive and redress grievances of the community.**
The Company actively engages with local communities through direct interactions, implementing agencies, and dedicated CSR functions to understand and address their key concerns and requirements. The CSR function actively works to resolve the concerns and communicate the requirements to the Company management. Further, our local volunteers at plant level ensure regular dialogue with community members. All community concerns can also be raised to the Company via letters, or official website (<https://www.evereadyindia.com/contact/>). No complaints from the communities have been received in the reporting year.

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	24.59%	8.23%
Sourced directly from within India	69.01%*	77.95%

*Percentage calculated basis domestic vs imported.

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	6%	7%
Semi-urban	7%	22%
Urban	12%	28%
Metropolitan	75%	43%

(As per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**
Not Applicable

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

S. No.	State	Aspirational district	Amount spent (In ₹)
1.	Uttarakhand	Haridwar	8,20,000

*CSR projects of the Company undertaken at other locations do not fall under Aspirational Districts identified by government bodies.

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)**
The Company assesses all its suppliers on a merit basis and is committed to increasing spends with diverse suppliers to create opportunities for all by breaking down social, systemic, and economic barriers. By including groups previously under-represented in our supply chain, we look forward to jointly scaling up and accelerating businesses, unlocking innovation, agility, resilience, and opportunities.
- (b) **From which marginalised / vulnerable groups do you procure?**
The Company provides equal opportunity to all its suppliers. Currently, no marginalised or vulnerable groups are involved in the Company's procurement value chain. The Company works with a limited set of long-term suppliers and does not engage in frequent or random changes to its supplier base.
- (c) **What percentage of total procurement (by value) does it constitute?**
0.1%

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.

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.

There were no disputes regarding intellectual property during Financial Year 2024-25.

6. Details of beneficiaries of CSR Projects

S. No.	CSR project	No. of persons benefited from CSR projects*	% of beneficiaries from vulnerable and marginalised groups
1.	Project Saksham	558	Not applicable
2.	Project Sushasthya	1,734	Not applicable

*Other CSR initiatives were implemented through partner NGOs, resulting in a widespread beneficiary base without a definite count.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

The Company provides customers with a dedicated email address and toll-free number, clearly listed on the product packaging, to address concerns and offer feedback. Any valuable customer can lodge their query or feedback directly on the portal by accessing <https://www.evereadyindia.com/contact/>. A specialized team within the business handles all complaints and feedback, ensuring a prompt response and resolution. Each complaint is logged, assigned a unique reference number, and tracked through a defined process. This complaint number is shared with the consumer for future reference. After logging the complaint, a conversation is initiated between the toll-free personnel and the consumer, with the consumer to address the issue, clarify any misunderstandings, and ensure a timely resolution. This helps in identifying cases where complaints arise from product mishandling or misunderstandings. Consumers are also educated on the correct handling and storage practices. For complaints that require further action, they are forwarded to the marketing department for timely resolution.

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	N.A.
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	All complaints received has been solved in the current FY.	0	0	No complaints have been received under the following categories
Advertising	18	0		0	0	
Cyber-security	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	805	0		1,522	-	

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

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

5. **Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**
The Company has an internal policy on cyber security.
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 along-with impact: Nil
 - b. Percentage of data breaches involving personally identifiable information of customers: Nil
 - c. Impact, if any, of the data breaches – Nil

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
The Company adheres to the principle of 'responsible marketing' and ensures compliance with all national and international laws. It proactively shares comprehensive information about its products and services with its stakeholders. This includes details on responsible usage, product specifications, ingredients, and the environmental impact of its products.
Information about the Company's products and services can be accessed through the following channels:
Website: <https://www.evereadyindia.com/>
Product brochures: <https://www.evereadyindia.com/products/flashlights-and-torches/download-e-brochure/>
LinkedIn: <https://in.linkedin.com/company/eveready-industries-india-ltd>
Facebook: <https://www.facebook.com/EvereadyIndia/>
X: <https://x.com/evereadyindia?lang=en>
In addition, the Company engages directly with consumers at local fairs and retail chains. At these events, personnel are available to provide product information, answer queries, and distribute pamphlets.
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
The Company places high importance on educating consumers about the safe, efficient, and environmentally responsible usage of its products. Our consumer education initiatives are embedded throughout the product life cycle—from packaging and labelling to post-sale support.
 - All our product packaging includes usage instructions, safety warnings, disposal guidelines, and contact details for customer support, in compliance with applicable BIS, Legal Metrology, and other regulatory standards.
 - For products like batteries and lighting solutions, we include visual safety symbols and multilingual instructions to improve accessibility.
 - Through our website, social media channels, and e-commerce platforms, we run consumer awareness campaigns that highlight safe handling, energy efficiency tips, and correct usage practices.
 - Videos and FAQs are shared on platforms such as YouTube and Instagram to demonstrate responsible product usage and disposal. We regularly train our distribution and retail partners to provide accurate guidance to consumers at the point of sale, especially for products requiring proper installation or maintenance.
 - A toll-free consumer care number and email support are made available for product inquiries, usage clarifications, and feedback.
 - Product guides and troubleshooting tips are provided through our customer service touchpoints.
 - For environmentally sensitive products like dry cell batteries, we educate consumers on safe disposal practices and encourage participation in take-back or e-waste collection drives (where applicable).
 - As part of our CSR initiatives, we conduct sessions in schools and communities on safe energy practices, product safety, and environmental responsibility, creating awareness from a young age.

These steps ensure that our consumers are well-informed, empowered to use our products safely, and contribute to sustainability through responsible consumption behaviour.

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

The Company does not deal with any essential services. However, in case of any disruption, we can disseminate information through our website, various social media platforms, print media platforms, distribution networks, sales representatives, and e-mails. In addition, consumers can contact us on our toll-free number at (18002003445) and e-mail id (consumercare@eveready.co.in), printed on product packaging.

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, all required information is displayed on product labels which are mandated as per industry requirements. Regarding consumer satisfaction, EILL conducts regular surveys with dealers' network to gather feedback on various aspects including consumer satisfaction, product quality, sustainable packaging, and grievance handling. Additionally, we conduct annual brand surveys where we capture brand health, brand perceptions and consumer satisfaction information from the dealers. We gauge consumer response and satisfaction levels through brand perception studies and surveys.
