

August 22, 2025

The Manager - Listing Department, National Stock Exchange of India Limited, Exchange Plaza, NSE Building, Bandra Kurla Complex, Bandra East, Mumbai- 400 051 SYMBOL : POLYPLEX	The General Manager - Listing Department, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001 BSE Scrip Code : 524051
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Dear Sir/ Madam,

Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Sub: Business Responsibility & Sustainability Report (BRSR) for the FY 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), please find enclosed herewith the BRSR for the Financial Year 2024-25, which also forms part of the Annual Report of the Company.

This is for your information and record please.

Thanking You,

Yours faithfully,
For Polyplex Corporation Limited

Ashok Kumar Gurnani
Company Secretary

email: akgurnani@polyplex.com

Polyplex Corporation Limited

CIN: L25209UR1984PLC011596

B-37, Sector-1, Noida-201301, Distt. Gautam Budh Nagar (U.P.) India
Board: +91.120.2443716-19, Fax: +91.120.2443724 Website: www.polyplex.com
Registered Office: Lohia Head Road, Khatima - 262308, Distt. Udham Singh Nagar,
Uttarakhand, India



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L25209UR1984PLC011596
2. Name of the Listed Entity:	Polyplex Corporation Limited (PCL)
3. Year of incorporation:	1984
4. Registered office address:	Lohia Head Road, Khatima – 262 308 Dist. Udham Singh Nagar, Uttarakhand, India
5. Corporate address:	B-37, Sector-1, Noida – 201301 Dist. Gautam Budh Nagar, Uttar Pradesh, India
6. E-mail:	investorrelations@polyplex.com
7. Telephone:	+91 120 2443716-19
8. Website:	www.polyplex.com
9. Financial year for which reporting is being done:	April 01, 2024– March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Limited (NSE) and the BSE Limited (BSE), in India
11. Paid-up Capital:	INR 3,197 Lakh as on March 31, 2025
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. Pranay Kothari Executive Director/Chief Executive Officer E-mail: investorrelations@polyplex.com Phone: +91 120 2443716-19
13. Reporting boundary:	The disclosures made under 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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of polymeric products	Manufacture of polymeric 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
1	Polymeric Film	2220	94.5%
2	Resins	2220	4.7%

The Company offers a wide range of polymeric films across various substrates which are further enhanced due to multifarious downstream processing capabilities.

The key products manufactured by the Company during the Financial Year 2024- 25 are as below:

1. Polymeric films:

1.1. Base Films:

1.1.1. Biaxially Oriented Polyester (BOPET or PET) Film - PET film is a high-performance film with a unique combination of qualities like high tensile strength, durability, heat resistance, good gas barrier properties, dimensional stability, chemical inertness, clarity and recyclability

1.1.2. Biaxially Oriented Polypropylene (BOPP) Film - BOPP films are transparent films designed to offer high performance, great appearance and easy converting for flexible packaging and other applications. BOPP films are made from Polypropylene resin procured locally or imported

1.2. Value added products:

This segment includes the downstream businesses of the Company like metallizing, silicone coating, transfer metallized paper, direct metallized paper, holography and offline chemical coating which has enabled it to offer products for a variety of applications such as general packaging, specialty packaging, electrical applications, liners, roofing, film for digital print applications and a whole gamut of other industrial applications.

Business Responsibility & Sustainability Report (Contd.)**2. Polyester (PET) Resin:**

PET film is made from Polyester resin (chips), which in turn is produced from Purified Terephthalic Acid (PTA) and Mono Ethylene Glycol (MEG). The Company produces PET resin mostly for captive consumption.

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	2	1	3
International	Not Applicable		

Note: The Company has multiple subsidiaries including manufacturing plants outside India, but as the scope of BRSR is standalone basis, the international operations as mentioned above is not applicable.

19. Markets served by the entity:**a) Number of locations**

Locations	Number
National (No. of States)	27 (22 States/05 UTs)
International (No. of Countries)	49

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

Contribution of exports for FY 24-25: 35.1%

c) A brief on types of customers:

There are two type of customers

Direct Converters (Packaging & Industrial)– Convert the polymeric film into laminates/other uses for supply to CPG's (Consumer Product Group Companies)/OEM's who further sells through retail chains and E-commerce

Distributors – We also sell to Distributors who largely service Tier B and mid-sized converters/ customers

IV. Employees**20. Details as at the end of Financial Year:****a) Employees and workers (including differently abled):**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	541	526	97.2%	15	2.8%
2	Other than Permanent (E)	11	11	100.0%	-	-
3	Total employees (D+E)	552	537	97.3%	15	2.7%
WORKERS						
4	Permanent (F)	394	394	100.0%	-	-
5	Other than Permanent (G)	371	371	100.0%	-	-
6	Total workers (F+G)	765	765	100.0%	-	-

b) Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100.0%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D+E)	1	1	100.0%	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F+G)	-	-	-	-	-



21. Participation/ Inclusion/ Representation of women

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors [#]	9	1	11.11%
Key Management Personal [*]	3	-	-

[#] As on March 31, 2025

^{*} Includes one Director who is also a KMP

22. Turnover rate for permanent employees and workers

Particulars	FY 24-25 (Turnover rate in current FY)			FY 23-24 (Turnover rate in previous FY)			FY 21-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.5%	15.4%	9.7%	9.1%	8.3%	9.1%	13.5%	10.0%	13.4%
Permanent Workers	5.1%	-	5.1%	7.9%	-	7.9%	9.5%	-	9.5%

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	Does the Company indicated at Column A, participate in the Business Responsibility initiatives of the Company
1	Polyplex (Asia) Pte. Ltd.	Subsidiary	100.00%	No
2	Polyplex (Thailand) Public Company Ltd.	Subsidiary	51.00%	No
3	Polyplex (Singapore) Pte. Ltd.	Subsidiary	51.00%	No
4	Polyplex Europa Polyester Film Sanayi Ve Ticaret A.S	Subsidiary	51.00%	No
5	PAR LLC	Subsidiary	100.00%	No
6	Polyplex America Holdings Inc.	Subsidiary	51.00%	No
7	Polyplex USA LLC	Subsidiary	51.00%	No
8	EcoBlue Limited	Subsidiary	33.92%	No
9	PT Polyplex Films Indonesia	Subsidiary	51.00%	No
10	Polyplex Europe B.V.	Subsidiary	51.00%	No
11	Polyplex Paketleme Cozumleri Sanayi Ve Ticaret Anonim Sirketi	Subsidiary	51.00%	No
12	BECIS Solar 1 Private Limited*	Associate Company	26.00%	No

* Polyplex Corporation Limited holds a 26% equity stake in its associate company, BECIS Solar 1 Private Limited (a Captive Power Company). Investment in captive power companies are held by the company as a consumer in accordance with the requirements of the Electricity Act, 2005. However, Company does not exercise significant influence over BECIS Solar 1 Private Limited as defined under Ind AS, and therefore, the financial statements of the associate are not consolidated with the financial statement of the Company.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

- Turnover (in INR) 1,55,058.39 Lakh
- Net worth (in INR) 71,335.78 Lakh

Business Responsibility & Sustainability Report (Contd.)

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)	FY25 Current Financial Year			FY24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL	NIL		NIL	NIL	
Investors (other than shareholder)	Yes	NIL	NA		NIL	NA	
Shareholders	Yes	12	1		3	0	
Employees and Workers	Yes	NIL	NIL		NIL	NIL	
Customers	Yes	209	25		222	21	
Value Chain Partners	Yes	NIL	NIL		NIL	NIL	
Other (Please specify)							

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rational 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 Change	Risk	Climate change poses physical, transitional, and reputational risks across the entire value chain from raw material sourcing to operations and end-of-life of products. Increasing regulatory pressure, stakeholder expectations, and investor scrutiny demand proactive climate action, transparent disclosure, and value chain collaboration to mitigate Scope 1, 2, and 3 emissions.	Polyplex addresses climate change across its value chain by sourcing more low-carbon raw materials and producing rPET film with post-consumer recycle content of upto 100%. Within its operations, the company invests in biomass-based energy, energy-efficient systems, and renewable energy procurement while tracking emissions per GRI 305 and improving performance under ISO 50001. Water recycling further reduces impacts. Polyplex designs recyclable, mono-material, and low-impact films, conducts LCAs, and supports customers with recycling and EPR initiatives. Climate risks are aligned into risk management	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rational 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)
2	Waste Management & Circular Economy	Risk	Improper waste handling leads to environmental degradation, regulatory penalties, and brand risk. Circular economy practices are now demanded by global brands and regulators.	Polyplex practices 3Rs (Reduce, Reuse, Recycle), reprocesses in-house PET/BOPP scrap, and manufactures Sarafil rPET films from 100% recycled content. Waste segregation, disposal via authorized PCB vendors, and collaboration with recyclers are in place.	Negative
3	Energy Efficiency	Risk	High energy intensity increases cost and carbon footprint. Regulatory mandates like ISO 50001 require improved efficiency.	Polyplex has deployed VFD-enabled blower systems, optimized pump speeds, and replaced inefficient air handling units. ISO 50001 certified EMS guides energy-saving actions across plants. Sites monitor specific energy consumption and report progress annually.	Negative
4	Water Resource Management	Risk	Water scarcity, uneven availability, and regulatory scrutiny make efficient water use a priority. Industrial zones face increasing pressure to reduce discharge and increase recycling.	Plants in India operate reuse treated water for landscaping and cooling towers and have replaced soft water with raw water in non-critical areas.	Negative
5	Biodiversity Management	Risk	Operations near ecologically sensitive areas can disrupt habitats, leading to reputational and compliance risks. Biodiversity protection is increasingly embedded in global ESG frameworks (GRI 304).	Greenbelt development, afforestation, and buffer zones are created around plants. Wastewater is treated before discharge to avoid soil or water contamination. Biodiversity risks are assessed before expansion or land development projects.	Negative
6	Product Stewardship	Opportunity	Polyplex develops recyclable mono-material structures, heavy-metal free BOPET, and solvent-free printable films. Life Cycle Assessments (LCA) are conducted. Products comply with REACH, FDA, and EFSA guidelines. End-use sustainability is considered during product design.		Positive
7	R&D and Technological Innovation	Opportunity	R&D centers in India focus on rPET films, chemical recycling, and down-gauging. The team collaborates with OEMs and customers to co-develop low-impact films. Polyplex aligns with SDGs 9, 12, 13 and MSCI metrics.		Positive
8	Occupational Health & Safety	Risk	Accidents or unsafe conditions lead to legal liabilities, productivity loss, and reputational damage.	Polyplex has implemented ISO 45001 systems, safety audits, near-miss reporting, and emergency preparedness drills. Training and TRIR metrics are monitored and reported. Regular internal and external audits ensure ongoing compliance.	Negative

Business Responsibility & Sustainability Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rational for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Employee Engagement & Satisfaction	Opportunity	Engaged employees drive innovation, retention, and productivity. Surveys, performance reviews, open communication channels, rewards, and recognition programs help maintain engagement. Exit feedback and internal growth opportunities are encouraged.		Positive
10	Talent Development	Opportunity	Regular upskilling through technical and soft-skills training, leadership development, and cross-functional learning. Scholarships and career progression programs are available to all employees.		Positive
11	Customer Experience & Satisfaction	Opportunity	Customer loyalty and trust depend on product quality, responsiveness, and innovation. Robust customer feedback mechanisms, continuous quality improvement programs, and supply chain reliability ensure high satisfaction levels.		Positive
12	Safeguarding Human Rights	Opportunity	Human rights policies, POSH compliance, grievance redressal, Supplier assessments, Trainings and Code of Conduct enforcement are in place		Positive
13	Responsible Supply Chain	Opportunity	Vendor due diligence, screening against sustainability criteria (e.g., EcoVadis), conflict-free mineral declarations, and local supplier engagement are followed.		Positive
14	Corporate Governance practices	Opportunity	Transparent governance ensures investor confidence and regulatory compliance. Our business philosophy is based on the concepts of fairness, transparency, accountability and responsibility. Independent Board oversight, structured risk management, and regular disclosures are in line with SEBI and GRI.		Positive
15	Business Ethics	Opportunity	The Company has implemented Anti-bribery, Code of Ethics, whistle blower policy, ethics training, and internal audits		Positive
16	Regulatory Compliance	Risk	Non-compliance can lead to business interruptions, license cancellations, or penalties.	Dedicated compliance teams track laws globally, align reporting with SEBI BRSR, GRI, and ensure alignment with environmental and labor regulations.	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.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a) Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes (Refer Note 5)	Yes	Yes
	c) Web Link of the Policies, if available	Refer Note 1 https://investor.polyplex.com/CorporateGovernance.aspx								
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, Trusts) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Refer Note 3								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our commitment to identify opportunities, thereby continuously improving performance, and fostering a culture of excellence and growth through honesty, integrity and accountability – all of which contribute to the sustainable creation of value for all the stakeholders. Our commitment extends to: - Reducing environmental impacts including waste management, water management, energy management, biodiversity and emissions - Exploring new methods to improve and better serve our customers through innovative solutions - Protecting the health and safety of all employees, contractors, customers and the communities in which it operates								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has a strong internal monitoring system to measure its performance against various commitments. The Company on regular basis publishes its Sustainability report which is a fair representation of the firm’s overall financial, non-financial, sustainability and operational performance for the years								
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	Our commitment towards the advancement of our sustainability efforts is reflected in every aspect of our business and operations. With versatility and high performance of our products, and improved customer satisfaction, we have maintained our global leadership position. With minimal negative impacts on our environment and society, we have been redefining the way we procure, operate and produce. We have improved operational efficiencies to ensure optimal consumption of resources. Besides, we have been committed to the health and safety of our people, well-being of our communities and procured ethically sourced materials.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	CEO, Profit Centre Head, HR Head, Company Secretary and Compliance Officer are responsible for the respective BR Policy/ other Policies as specified therein.								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board periodically monitor the financial, environmental, and social performance of the Company while addressing key risks and opportunities. The Company also has a Risk Management Committee which reviews entity wide risks including ESG risks.								

Business Responsibility & Sustainability Report (Contd.)

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually / Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
10 Details of Review of NGRBCs by the Company:																		
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	A	A	A	A	A	A	A	A	A
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 external assessment was conducted. Refer Note 4																	
12 If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/No)																		
Any other reason (please specify)																		

* Indicates partially

Note 1: Board of Directors approve various policies for the Company, as applicable, under the Companies Act, 2013 (the ‘Act’), SEBI Regulations and other regulations/ guidelines issued by the Central Government, from time to time. These Policies are signed by Executive Director/CEO. Other Policies which are related to business process & operations are signed by Profit Centre Head/ HR Head.

Note 2: Policies of the Company other than pertaining to or applicable to internal employees are posted on and are available on the Company’s website and the ones applicable to employees/ officers of the Company are posted on the internal portal and are also informed to the stakeholders by way of training, distributions in the forms of leaflets and display at the plant locations. The policies which are uploaded on the Polyplex website i.e. <https://investor.polyplex.com/CorporateGovernance.aspx> are as below:

S. No.	Name of the Policies
1	Whistle Blower policy
2	Code of Conduct for Board Members & Senior Management
3	Code of Internal Procedures & Conduct for Regulating, Monitoring & Reporting of Trading by Insiders
4	Code of Practices & Procedures for Fair Disclosure of Unpublished Price Sensitive Information
5	Dividend Distribution Policy
6	Policy on Materiality of Related Party Transactions and on dealing with Related Party Transactions
7	Policy for Determining Material Subsidiaries
8	Policy for Determination of Materiality
9	Corporate Social Responsibility Policy
10	Environment, Health & Safety Policy
11	Prohibition of Sexual Harassment of Women Employees at Work Place
12	Code of Business Conduct for Suppliers
13	Risk Management Policy
14	Familiarization Program for Independent Directors
15	Nomination & Remuneration Policy
16	Policy for Preservation & Archival of Documents



The Links to most of the policies are provided in the Corporate Governance Report forming part of the Annual Report.

Note 3: The Company's Policies are in consonance with the Act, the Listing Regulations and other regulations/ guidelines issued by the Central Government, as applicable, from time to time including industry best practices. The policies reflect the purpose and intent of the International Standards such as ISO 9001, ISO 14001, ISO 45001/OHSAS 18001, ISO 50001, FSSC 22000.

Note 4: Policies are evaluated periodically or whenever necessary, depending upon the nature of policies by the Board of Directors/Committee of Directors/CEO/ Profit Centre Head/ HR Head, as the case may be.

Note 5: Polyplex represents itself at various national and international industry associations such as Federation of Indian Export Organizations, CEFLEX - Europe, BOPET Films Europe, etc. The Company prefers to be a part of the broader policy development process and give suggestions in the responsible manner.

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 and Key Managerial Personnel	The Board Members at the time of their appointments/ regular intervals (as part of Board Meetings) are updated/made aware of business issues, regulatory compliance, risk and governance matters.	Business environment and related risks, Changes in regulatory framework, ESG, SEBI Listing Regulations etc. These topics provided insights on the said principles.	100%
Employees other than BoD and KMPs	802	TPM, ISO, Systems and Processes, SCORE, Business Code of Conduct, Sexual Harassment Policy Awareness	61%
Workers			

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

Business Responsibility & Sustainability Report (Contd.)**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.**

The Company has formulated policies covering issues such as ethics, bribery and corruption including the policy for Prevention of Sexual Harassment, Whistle Blower policy, which extend to vendors, contractors, visitors including employees and Board Members of the Company. The Company has also formulated a Code of Conduct, as mandated by SEBI, which specifies the guidelines for behavior, duties and responsibilities for its Directors and Senior Management. The Company conducts all its business activities in an honest and ethical manner and takes a zero-tolerance approach to bribery and corruption in all its business dealings and relationships. The Business Code of Conduct is also extended to all its vendors and suppliers. The link of above-mentioned policies provided hereunder: <https://investor.polyplex.com/CorporateGovernance.aspx>

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

Segment	FY25	FY24
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY25	FY24
	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	NIL	NIL
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.

NIL

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

	FY25	FY24
Number of days of account payables	12	6

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

Parameter	Metrics	FY25	FY24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	8.92%	9.06%
	b. Number of trading houses where purchases are made from	540	520
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	52.10%	63.06%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	47.12%	45.19%
	b. Number of dealers / distributors to whom sales are made	233	250
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	67.19%	61.65%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.69%	0.13%
	b. Sales (Sales to related parties / Total Sales)	13.45%	13.69%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	57.28%	95.91%

Trading houses here means Traders/Distributors



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.**

	FY25	FY24	Details of improvements in Environmental and social impacts
R&D	Environmental and social impact assessment is one of the key inputs for the new product development/ process changes. While the Company made significant Investment in product/process development, but the impact is not calculated specifically		
Capex*	~7.23%	~13%	Continuous Investment in renewable fuel (husk), reduction in emissions, employee health & Safety

*Actual spent on the investments approved during the year.

2. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?**

Yes, the Company encourages sustainable sourcing through localization of raw material procurement, reuse of pallets & packaging materials, focus on bio sourced raw materials and continuous evaluation of alternative transportation arrangements. The intent is to source the Raw Material locally wherever it is available; imports are only in case of local unavailability – on an average about 92.73% is domestically sourced. The Company strives to work with the same raw material/service providers thereby setting an exemplary model, in terms of stakeholder engagement.

Our commitment to fostering trust-based relationships with our supply chain partners is paramount. By adhering to our code of conduct and engaging in regular dialogue to address any concerns, our partners contribute significantly to our mission. Together, we work towards a culture characterized by honesty, integrity, and accountability, ensuring that our business practices not only meet but exceed the ethical standards expected by our stakeholders.

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.**

Polyplex recognizes the importance of environmental stewardship and strives to reduce waste through the usage of the 3 R's (Reuse, Reduce and Recycle). We minimize manufacturing waste through source reduction, reuse and recycling, and responsibly disposing of hazardous waste. Waste from direct materials, packaging materials and plant operations are the three categories of waste generated by our operations (hazardous and non-hazardous). Because PET in both film and resins is often recyclable, the polyester film manufacturing process has a minimal environmental impact. We have the required EIA approval for its Polyester resin line, and we provide periodical reports to the competent authorities as required by the Environmental Clearance (EC).

Categories of waste generation	Sub-categories	Steps to minimize waste
Waste from direct materials	Non-hazardous waste like polyester chip lumps, polyester film lumps, waste trimmings, contaminated films, and waste aluminum coated film.	We recycle and reuse 90% of our simple PET film waste and the remaining is sold to third-party contractors.
Waste from packaging materials	Waste like wooden pallets, plastics, PVC cups, and paper cores as packaging material for both incoming material, as well as finished goods.	We re-use packaging material internally multiple times and the remaining is sold to third parties.
Waste from plant operations	Waste like sludge from ETP and tank bottom, oil and lubricants, scrap metal, batteries, chemical waste, and used drums.	Most of the waste is non-hazardous and sold to third parties. Hazardous waste is disposed to authorized vendors.

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.**

EPR is applicable to our activities. The registration as a Producer, as an Importer and Recycler has already been received. As a responsible manufacturer of Polymeric films, the Company abides by the obligations under the EPR plan.

Business Responsibility & Sustainability Report (Contd.)

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:

The Company believes that a safe and healthy work environment is a prerequisite for ensuring employee well-being. The Company provides comprehensive health insurance, accidental insurance and term insurance for all its employees. There have been regular virtual and physical sessions focusing on overall well-being of the people.

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	526	526	100%	526	100%	-	-	526	100%	-	-
Female	15	15	100%	15	100%	15	100%	-	-	-	-
Total	541	541	100%	541	100%	15	100%	526	100%	-	-
Other than Permanent employees											
Male	11	11	100%	11	100%	-	-	11	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	11	11	100%	11	100%	-	-	11	100%	-	-

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	394	394	100%	394	100%	-	-	394	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	394	394	100%	394	100%	-	-	394	100%	-	-
Other than Permanent workers (Covered under ESIC*)											
Male	371	371	100%	371	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	371	371	100%	371	100%	-	-	-	-	-	-

* The well-being of other than permanent workers are managed through contractual terms & conditions and are covered under ESIC Scheme of the Contractor

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

	FY25	FY24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.7%	0.7%

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

Benefits	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI (As per Eligibility)	4%	30%	Y	10%	43%	Y
Others – please specify						



3. Accessibility of workplaces

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

Yes, the Company's premises/offices are accessible to differently abled employees and workers. Diversity and Inclusion is an integral part of Company's culture.

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 entity does have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. Equal employment opportunity has been, and shall continue to be, a fundamental principle where employment is based on personal capabilities and qualifications without any discrimination for race, color, sex, nationality, religion, age, disability or any other protected characteristic as established by law. The policy is uploaded on the internal HRIS portal which is accessible to all the employees.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	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, we have the mechanism available to receive and redress grievances through - Welfare/Joint working committee - Helpdesk - Designated complaint boxes We also believe in Open Door Policy for fair and transparent resolution process
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of the 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 the association(s) or union (D)	%(D/C)
Total Permanent Employees	541	-	-	547	-	-
- Male	526	-	-	534	-	-
- Female	15	-	-	13	-	-
Total Permanent Workers	394	58	14.72%	399	78	19.55%
- Male	394	58	14.72%	399	78	19.55%
- Female	-	-	-	-	-	-

Business Responsibility & Sustainability Report (Contd.)

8. Details of training given to employees and workers:

Category	FY 24-25 Current Financial Year					FY 23-24 Previous Financial Year				
	Total (A)	On Health and Safety		On Skill upgradation		Total (D)	On Health and Safety		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees and Worker										
Total*	1317	1223	93%	685	52%	1334	1211	91%	581	44%

*Including Permanent as well as other than Permanent.

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

Category	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Total (A)	No.* (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	526	501	95%	521	489	94%
Female	15	15	100%	13	13	100%
Total	541	516	95%	534	502	94%
Workers						
Male	388	365	94%	399	374	94%
Female	-	-	-	-	-	-
Total	388	365	94%	399	374	94%

*As a policy, performance and career development reviews are done for all employees and workers (except trainees) who have completed minimum 03 months in a particular financial year.

10. Health and safety management system:

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

Yes, the Company adheres to Occupational Health and Safety Management System and has a robust mechanism for emergency response and disaster management aligned to the global standards in the industry. Workplace safety is of utmost priority and the Company is committed to providing a safe and healthy work environment for the employees. We are consistently making efforts to enhance health and safety standards by improving working conditions, raising awareness through involvement, participation and continuous training of the workforce. Our approach to safety is encapsulated in our safety, health and environment (SHE) policy that validates our commitment to protecting the health and safety of all employees, contractors, customers and the communities in which it operates.

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

The Company uses several processes to identify work-related hazards and assess risks on a routine basis. Some of which are as below:

- HIRA (Hazard Identification and Risk Assessment)** – This is one of the integral aspects of the planning process.
- HAZOP (Hazard and Operability) study** – The Company collaborates with external safety experts to conduct HAZOP analysis, comprehensive safety audits, thermography analysis, testing of pressure vessels and Lifting tools, etc.
- Regular Safety Audits** – The safety representatives conduct periodical safety audits which help to understand whether all standard operating procedures (SOPs) are followed, systems are in place, any deviation identified, and corrective actions are taken on time.
- Health & Safety Committees** – An effective safety culture requires proactive commitment, accountability, and continuous reinforcement from all levels of management. The culture is driven by the top management and executed at every level through the health and safety committee. Our health and safety committee oversee the overall implementation of our safety policies and reviews its performance.
- Health and Safety training** – Our safety representatives engage with employees on safety management processes and impart training on health, safety, security, emergency preparedness and crisis management



regularly. It is provided to not just our company employees but also to contract workmen and security personnel, which are trained through experts and in-house safety personnel. Training conducted covered topics such as fire safety, electrical safety, first aid, gas cylinder/ammonia handling and awareness about safety signs

6. **Emergency Preparedness Plan** – Polyplex maintains thorough emergency preparedness plans for all sites, ensuring rapid response to incidents. These plans include on-the-job training, adequate fire protection facilities, regular mock drills, and access to critical resources such as emergency equipment and medical assistance
7. Reporting of near miss cases and regular review of monitoring unsafe conditions.

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

Yes, there is a structured way to report the work-related hazards identified in the facilities. All employees, contract labor, other staff and security are involved in building the safety culture across our location. Additionally, every month the safety committee meets to discuss the results of the safety audit, risk assessment, emergency and disaster management plans, and status of implementation. Any new hazards identified are examined and discussed during these meetings.

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

Yes, the employees/ workers of the entity have access to non-occupational medical and healthcare services. They are insured under the Group Medclaim policy, Group Accidental Policy, Workmen Compensation and ESI as applicable.

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

Safety Incident/Number	Category	FY 24-25	FY 23-24
		Current Financial Year	Current Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.46	0.31
	Workers	0.47	0.42
Total recordable work-related injuries	Employees	09	06
	Workers	08	07
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

* Including in the contract workforce

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

The Company is committed to the health and safety of the employees. Several initiatives taken by the Company are as below:

- Periodic Health Check-up of employees
- Regular medical camps, awareness sessions, and medical support services
- Health and Safety trainings
- Preparing for emergencies and conducting regular mock drills
- Environmental monitoring conducted as per requirements
- EHS pillar framed and monthly meetings conducted to discuss EHS related issues and closures
- Removal of unsafe conditions from work place

Business Responsibility & Sustainability Report (Contd.)**13. Number of Complaints on the following made by employees and workers:**

	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

Note: The Company follows the process whereby inputs and recommendations are welcomed from workers and employees to improve the working conditions and health & safety. These recommendations are then reasonably acted upon.

14. Assessments for the year:

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

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.

Safety is an important tool to augment our productivity and reduce losses. The Company encourages people to spend more time reflecting on and improving their understanding of the safety risks that may arise in the workplace. Several initiatives have been undertaken to sensitize employees regarding the occupational hazards at the workplace, precautions and emergency responses for countering any accident, etc.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company has identified and prioritized internal and external stakeholders based on their relative importance to and impact on the business and vice versa. Stakeholder engagement is a multi-stage process of identifying and prioritizing stakeholders, identifying the means and modes of the engagement and managing the stakeholder expectations periodically.

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, Advertisements, Community Meetings, Notice Board, Website, Others)	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/ Brand owners	No	- Meetings/emails/ telecommunication - Customer meets - Industry forums	Regularly	- Intellectual property protection - Product and service - Product life cycle impact - Quality - Business ethics - Packaging material, disposal/ recycling
Investors	No	- Financial results - Investor presentations - Investor calls/Meetings - Analyst reports	As and when required	- Business growth/ profitability - Newer opportunities - Risk management - Corporate Governance
Regulatory Bodies	No	- Engagement on a need basis - Industry-level consultations - Participation in forums	As and when required	- Compliance - Sustainable practices - Inclusive growth - Industry Representations



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, Quarterly, Others – Please Specify)	Purpose and scope of engagement including Key topics and concerns raised during such engagement
Employees	No	- Safety committee/other committees - Emails - Meetings - Employee surveys - Team building workshops - Capacity building and training - Annual appraisals - Employee newsletters - Rewards and recognitions - Volunteering opportunities	Regularly	- Workplace safety, Employee welfare, IR issues - Professional growth - Employee benefits and other facilities - Leadership connect sessions - Professional growth - Equal opportunities - Wages and benefits
Business partners/ suppliers and service providers	No	- Contract agreements - Direct interactions - Supplier meets - Industry associations	As and when required	- Business Opportunities - Payment processing cycles - Business ethics and transparency - Sustainability performance - Regulatory compliances
Local Communities	Yes	- Direct engagement - CSR projects and initiatives - Visits and camps - Needs assessments	Regularly	- Community development (education, healthcare, water) - Livelihood creation - Other social benefits - Local sourcing of labor - Managing conflict

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY25			FY24		
	Total (A)	No. of employees workers covered (B)	% (B/A)	Total (C)	No. of employees workers covered (D)	% (D/C)
Employees						
Permanent	541	541	100%	534	534	100%
Other than permanent	11	11	100%	14	14	100%
Total Employees	552	552	100%	548	548	100%
Workers						
Permanent	394	394	100%	399	399	100%
Other than permanent	371	371	100%	387	387	100%
Total Workers	765	765	100%	786	786	100%

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

Category	FY25					FY24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	526			526	100%	521			521	100%
Female	15			15	100%	13			13	100%
Other than Permanent										
Male	11			11	100%	14			14	100%
Female										

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Category	FY25				FY24			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	Total (D)	Equal to Minimum Wage		More than Minimum Wage
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (E)	% (E/D)	No. (F)	% (F/D)
Workers								
Permanent								
Male	394		394	100%	399		399	100%
Female								
Other than Permanent								
Male	371	329	88.7%	48 12.94%	387	341	88.1%	46 11.89%
Female								

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors*	8	NIL	1	NIL
Key Managerial Personnel	3	1,81,28,931	-	-
Employees other than BoD and KMP	596	7,08,240	17	6,63,096
Workers	408	3,97,680	-	-

*Excluding KMP

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

	FY25	FY24
Gross wages paid to females as % of total wages	1.73%	1.68%

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

Yes, we do have the designated individual responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Polyplex prioritize safeguarding and upholding human rights in all facets of our operations. We are committed to operating in a manner consistent with the United Nations (UN) universal declaration of human rights, the 10 UN Global Compact (UNGC) principles and the applicable international labor organization (ILO) core conventions on labor standards. The Company takes care that none of the transactions infringes on any human rights. The dignity and rights of employees, customers, vendors, and all other stakeholders are valued. Human rights training and the establishment of approved norms of behavior while working with all stakeholders are critical.

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

	FY25			FY24		
	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	NIL	NIL		NIL	NIL	
Discrimination at workplace	NIL	NIL		NIL	NIL	
Child Labor	NIL	NIL		NIL	NIL	
Forced Labor/Involuntary Labor	NIL	NIL		NIL	NIL	
Wages	NIL	NIL		NIL	NIL	
Other human rights related issues	NIL	NIL		NIL	NIL	



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

	FY25	FY24
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	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company is committed to a workplace free of discrimination and harassment, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of such incidents and is responsive to complaints. Mechanisms to prevent adverse consequences to the complainant are taken care by various policies including POSH.

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

(Yes/No)

Yes, human rights requirements do form part of our business agreements and contracts. The Company encourages Suppliers to be compliant with Business Code of Conduct

10. Assessments for the year:

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

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

Not Applicable

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

Essential Indicators

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

Parameter	Unit	FY25 Current Financial Year	FY24 Previous Financial Year
From Renewable sources			
Total electricity consumption (A)	MJ	2,20,34,083	60,73,158
Total fuel consumption (B)	MJ	-	-
Energy consumption through other sources (C)	MJ	-	-
Total energy consumed from renewable sources (A+B+C)	MJ	2,20,34,083	60,73,158
From Non-renewable sources			
Total electricity consumption (D)			
Electricity Purchased (Grid + Open Access)	MJ	33,71,06,101	35,17,98,144
Electricity Generated (DG Sets)	MJ	29,99,838	23,60,598
Total fuel consumption (E)			
Diesel	MJ	1,02,14,131	81,70,970
Furnace oil	MJ	3,70,91,031	2,33,45,849

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Parameter	Unit	FY25 Current Financial Year	FY24 Previous Financial Year
Biomass (Husk)	MJ	34,76,42,158	36,37,99,549
LPG	MJ	1,66,09,395	1,33,62,800
Energy Consumption through other sources (F)	MJ	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	MJ	75,16,62,654	76,28,37,910
Total energy consumed (A+B+C+D+E+F)	MJ	77,36,96,737	76,89,11,068
Energy intensity per rupee of turnover	MJ/INR	0.05	0.05
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	MJ/USD	1.02	1.22
Energy intensity in terms of physical output	MJ/MT	8,210	8,234

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.

The Company monitors the total energy consumption as part of assessment of its operational efficiencies and there was no independent assessment/evaluation/assurance which has been carried out by an external agency.

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.**

Not applicable

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

At the Industrial units of Khatima and Bazpur, we use the Ground Water.

Parameter	Unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water			
(ii) Ground water	KL	3,56,799	3,52,698
(iii) Third party water			
(iv) Seawater / desalinated water			
(v) Others			
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	KL	3,56,799	3,52,698
Total volume of water consumption (in kilolitres)	KL	3,56,799	3,52,698
Water intensity (optional) - the relevant metric may be selected by the entity			
Water intensity per rupee of turnover	KL/INR Lakh	2.28	2.51
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	KL/USD Lakh	47.17	56.24
Water intensity in terms of physical output	KL/MT	3.79	3.81

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.

The Company monitors water consumption as part of assessment of its operational efficiencies and there was no independent assessment/ evaluation/assurance which has been carried out by an external agency.



4. Provide the following details related to water discharged:

Parameter	FY25	FY24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Ground water		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Sea Water		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third - parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
	Tertiary treatment	Tertiary treatment
Total water discharged (in kilolitres)	91,592	90,536

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

Yes, the Company has a mechanism for zero liquid discharge. There is no discharge of untreated water at any of these locations. The treated water from STP is used for landscaping and horticultural reasons at our India business. The treated water from ETP is mostly used for road washing purpose.

ETP and STP Plants are in operation for treatment of wastewater discharge.

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

Parameter	Unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
NOx	Ton/Year	12.23	19.78
SOx	Ton/Year	4.73	19.46
Particulate matter (PM)	Ton/Year	38.87	32.75
Persistent organic pollutants (POP)	Ton/Year	Not measured	Not measured
Volatile organic compounds (VOC)	Ton/Year	Not measured	Not measured
Hazardous air pollutants (HAP)	Ton/Year	Not measured	Not measured
Carbon mono oxide (CO)	Ton/Year	0.03	0.03

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

Yes, the independent assessment has been carried out by Interstellar Testing Centre Pvt. Ltd.

Business Responsibility & Sustainability Report (Contd.)**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	6,179	4,760
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)	MT CO ₂ e	68,077	69,969
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT CO ₂ e/ INR Lakh	0.48	0.53
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT CO ₂ e/ USD Lakh	9.82	11.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO ₂ e/ MT	0.79	0.81

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

Yes, the independent assessment has been carried out by Interstellar Testing Centre Pvt. Ltd.

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

The Company stresses upon measures for the conservation and optimal utilization of greenhouse-gas emissions in all the areas of operations, including those for energy generation and effective usage of sources/equipment used for generation. There are continuous efforts to improve operational efficiencies, minimize consumption of resources and reducing energy and Co₂ emissions while maximizing production volume.

Besides, multiple initiatives in the past, there are various on-going energy conservation initiatives at the plant and some of them are as highlighted below:

- Replacement of Air Handling Unit blowers with Energy efficient blowers (with VFD control) in the following areas:
 - Winder Slitter
 - Secondary Slitter
 - MDO - 1 & 2
 - Holography
 - PCC room
- Replacement of Air washer blowers with Energy efficient blowers (with VFD control) in the following areas:
 - RMS Roof
 - Utility Roof
 - BOPP Switch board - 1A, Switch board - 1B, Switch board -2 and BOPP Lab
- Power Factor improvement from 0.995 to 0.998 by additional Capacitor Banks- 400 KVAR phase-II
- Increase of Husk Heater efficiency by 1%
- Reduction of water treatment chemical by 10%
- Phased wise revamping of Hot insulation of Husk heater to Intec HTM & Cold insulation of Chiller line.



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

Parameter	FY25 (Current Financial Year)	FY24 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	2,677.13	2,584.44
E-waste (B)	0.58	2.66
Bio-medical waste (C)	0.02	0.02
Construction and demolition waste (D)	-	27.53
Battery waste (E)	0.13	0.48
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	312.39	430.15
Other Non-hazardous waste generated (H)	1,217.41	1,049.45
Break-up of non-hazardous		
Metallic	296.52	267.80
Paper	435.61	452.78
Wood	462.98	315.16
Others	22.31	13.72
Total (A+B + C + D + E + F + G+ H)	4,207.67	4,094.73
Waste intensity per rupee of turnover (per INR Lakh)	0.03	0.03
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.56	0.65
Waste intensity in terms of physical output	0.04	0.04
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	3,409.38	3,305.49
(ii) Non-Recycled	798.28	789.22

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

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.

We place great emphasis on efficient waste management practices and are committed to ensuring that all types of waste are treated and disposed of properly. Our approach to waste management is guided by the 3R principle of 'Reduce, Reuse and Recycle'. Most of our industrial process waste is recycled inhouse.

Embracing a dynamic product design strategy, we place sustainability and circular economy principles at the forefront. Our focus on eco-friendly products, including recycled PET (rPET) films and mono-PET structures, exemplifies our dedication to sustainable innovation that minimizes environmental impact and enhances resource efficiency. We developed and optimized "chemical recycling" process for manufacturing Sarafil rPET.

Polyester film with post-consumer recycle content of upto 100% for packaging applications. The film has been made available commercially using postconsumer PET bottle flakes as input material. The rPET resin has properties same as that of virgin PET resin and the resultant PET film is compliant with regulatory requirements including EC and US FDA compliances.

Business Responsibility & Sustainability Report (Contd.)

Our waste streams, which include waste from direct materials, packaging materials, and plant operations (both hazardous and non-hazardous), are inventoried periodically and are sent to third party for recycling / disposal in compliance with applicable government regulations.

Waste Management Practices

- A) Plastic waste is sold to buyers who are registered with SPCB/CPCB under Plastic Waste Management Rule 2016.
- B) E Waste generated is collected /stored & disposed as per E Waste Management Rule and disposed to authorized E waste management agency by State Pollution control board.
- C) Bio Medical Waste generated is collected/stored & disposed as per Bio Waste Management Rules and disposed to authorized biomedical waste management agency by State Pollution control board.
- D) Any Civil /Demolition waste is used in house for landfilling.
- E) Battery Waste generated is collected/stored/disposed as per Battery Management Rules and disposed to authorized dealer of manufacturer who are registered with respective state pollution control board for recycling of old Batteries.
- F) Radioactive waste is sent back to original supplier. They send their authorized representative to collect the same to the Company's factory, who take radioactive waste in custody in their original radiation preventive packing.
- G) For other Hazardous waste, the Company collects/store/disposes waste as per Hazardous waste rule and disposed the same to SPCB/CPCB authorized waste management agency.
- H) For Other waste like Metal/Paper/Wood, the Company conducted auctions on six monthly basis and same is sold to aggregators/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 in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Polyplex Khatima	Manufacturing	Yes - Applicable only for Chips Plant
2.	Polyplex Bazpur	Manufacturing	Yes - Applicable only for Chips Plant

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Polyplex, Khatima			None		
Polyplex, Bazpur					

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

S. No.	Specify the law/regulation guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards by courts	Corrective action taken, if any
1.	Environment protection act	None	None	Not Applicable
2.	None	None	None	Not Applicable



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.

Five

- 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.	Federation of Indian Export Organisation ('FIEO-India')	National
2.	Plastics Export Promotion Council of India ('PLEXCONCIL-India')	National
3.	Polyester Film Manufacturers Association (PFMA)	National
4.	Indian Flexible Packaging and Folding Carton Association ('IFCA-India')	National
5.	All India Plastic Industries Association ("AIPMA")	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable					

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

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

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

The Company constantly engage with local communities through various means such as personal visits, surveys, meetings, visits, camps etc. to understand their concerns and take appropriate actions to resolve them.

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

	FY25	FY24
Directly sourced from MSMEs/small producers	5%	3%
Directly from within India	92.73%	92.94%

Business Responsibility & Sustainability Report (Contd.)**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	FY25	FY24
Rural	-	-
Semi-urban	55%	48%
Urban	45%	52%
Metropolitan	-	-

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 works with passion to find ways to continuously improve its customer service. The Company through enhanced solutions and by being focused on product innovation addresses the growing customer demands and need for cost-effectiveness from its customers. The Company works proactively and collaboratively with its customers, which comprise of some of the world's largest and most respected packaging conglomerates and leaders in several industrial end-use markets. The Company has a robust system for customer complaint resolution and ensures continuous monitoring & closure of the same within the specified timelines. For quality related complaints, Polyplex has a quality policy and for delivery, Polyplex maintains a delivery tracker.

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	Our products comply with all necessary legal requirements and include all relevant information
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY25			FY24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL		NIL	NIL	
Advertising	NIL	NIL		NIL	NIL	
Cyber-security	NIL	NIL		NIL	NIL	
Restrictive Trade Practices	NIL	NIL		NIL	NIL	
Unfair Trade Practices	NIL	NIL		NIL	NIL	
Others (Customer complaint)	209	25		222	21	

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

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

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

Yes, the Company has a policy on cyber security and risks related to data privacy.
The broad guidelines of policy are

- Identification of Risk,
- Protection of Information,
- Detection of Cyber Security Events,
- Respond to Cyber Security Events and
- Recovery to Normal Operations



The Company has also invested in upgrading older networks and infrastructure components to contemporary standards with secured infrastructure. The Managed Detection and Response (MDR) system has also been deployed to strengthen cyber security practices. Additionally, the Company also takes Cyber Risk Insurance to mitigate the risk related to Cyber Events.

The link of the Data privacy policy is provided hereunder: <https://www.polyplex.com/privacy-policy>

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

Not Applicable

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

- a. Number of instances of data breaches**

None

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

None

- c. Impact, if any, of the data breaches**

None