

Nilkamal Limited

Head Office : Nilkamal House, 77/78, Road No. 13/14, M.I.D.C., Andheri (East), Mumbai - 400 093, INDIA. Tel. : (91-22) 4235 8888
Material Handling Division : E-mail : marketing@nilkamal.com • Visit us at : www.nilkamalmaterialhandling.com
Furniture Division : E-mail : furniture.enquiry@nilkamal.com • Visit us at : www.nilkamal.com
Nilkamalhomes Division : E-mail : connect@nilkamalhomes.com • Visit us at : www.nilkamalhomes.com

Date: 24-06-2025

To,
The Secretary
BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai-400 001.
SCRIPT CODE : 523385

To,
The Secretary
National Stock Exchange of India Limited,
Exchange Plaza, 5th Floor, Plot No. C/1, G Block,
Bandra Kurla Complex, Bandra East, Mumbai-400 051.
SYMBOL : NILKAMAL

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

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2024-25 which forms an integral part of the Annual Report for the financial year 2024-25.

The BRSR is also available on the website of the Company at www.nilkamal.com

Thanking you,
Yours faithfully,
For Nilkamal Limited



Sagar Mehta
Company Secretary & Compliance Officer

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	L25209DN1985PLC000162
2	Name of the Listed Entity	Nilkamal Limited
3	Year of incorporation	5 th December, 1985
4	Registered office address	Survey No. 354/2 and 354/3, Near Rakholi Bridge, Silvassa-Khanvel Road, Vasona, Silvassa – 396 230, Union Territory of Dadra and Nagar Haveli and Daman and Diu.
5	Corporate address	Nilkamal House, 77/78, Road No.13/14, MIDC, Andheri (E), Mumbai – 400 093, Maharashtra.
6	E-mail	investor@nilkamal.com
7	Telephone	022 4235 8888
8	Website	www.nilkamal.com
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,492.25 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. Paresh B. Mehta, CFO. Email Id: investor@nilkamal.com Contact Number: 022 42358888
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).	This report is being prepared on Standalone basis for Nilkamal Limited.
14	Name of assessment or assurance provider	Not applicable
15	Type of assessment or assurance obtained	Not applicable

II. Products/services**16. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Plastics & other products	83.67
2	Retail Trade	Ready Furniture, Furnishings & Accessories and E-Commerce	9.30

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Plastics & other products	222	83.67
2	Retail sales in non-specialized stores	471	4.38
3	Retail sale Via E-Commerce	479	4.92

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	12	117	129
International	–	–	–

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

Locations	Number
National (No. of States)	36
International (No. of Countries)	48

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

Exports sales of ₹ 5,130 Lakhs was made during the year 2024-25. The contribution of Exports as a percentage to total turnover is about 1.58%.

c. A brief on types of customers:

Nilkamal serves Business to Business (B2B) and Retail and E-commerce segment.

IV. Employees

20. Details as at the end of Financial Year:

a. **Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3022	2817	93.21	205	6.78
2.	Other than Permanent (E)	26	21	80.76	5	19.23
3.	Total employees (D + E)	3048	2838	93.11	210	6.89
WORKERS						
4.	Permanent (F)	534	534	100.00	0	0
5.	Other than Permanent (G)	8311	8200	98.66	111	1.33
6.	Total workers (F + G)	8845	8734	98.75	111	1.25

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100.00	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differentlyabled workers (F + G)	1	1	100.00	0	0

21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	2	0	0

22. Turnover rate for permanent employees and workers

(disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.95%	2.92%	22.87%	21.5%	1.6%	23%	20%	2%	22%
Permanent Workers	19.85%	0	19.85%	6%	0%	6%	5%	0%	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 by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Nilkamal Crates and Bins, FZE	Subsidiary	100	No
2.	Nilkamal Foundation	Subsidiary	99	No
3.	Nilkamal Eswaran Plastics (Private) Limited	Subsidiary	96.28	No
4.	Nilkamal Eswaran Marketing (Private) Limited	Subsidiary	96.28	No
5.	Cambro Nilkamal Private Limited	Associate	50	Yes

VI. CSR Details

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

(ii) Turnover (in ₹) : 32,39,31,79,000

(iii) Net worth (in ₹) : 13,90,47,81,000

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 2024-2025			FY 2023-2024		
		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
Shareholders	Yes	3	0	All complaints resolved	4	0	All complaints Resolved
Employees and workers	Yes	0	0	No grievance received.	5	0	All grievance Resolved
Customers & Value Chain Partners – Distributors, Franchisee	Yes	125	0	Regarding manufacturing, packaging & quality. 100% pending complaints resolved for previous year	311	7	Regarding manufacturing, packaging & quality. 100% pending complaints resolved for previous year

* The Policies of the Company are placed on the Company/s website under Corporate Governance section and the same can be accessed through the weblink: <https://nilkamal.com/corporate-governance/> & <https://www.nilkamalfurniture.com/pages/esclation-form>. Further, there are some internal policies placed on the intranet of the Company.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational Health and Safety (OHS) and Environment Safety	Risk and Opportunity	Risk: Inherently associated with business activities and processes. Opportunity: Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee / worker safety and overall health wellbeing, leading to improved productivity.	The assessment of health and environmental risks are done on a continuous basis. Various methods to mitigate risk are done from time to time. The Grievance redressal mechanism is in place. At each of the factory, proper remedial action are planned and implemented.	Risk: Negative Opportunity: Positive
2	Safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling hazardous materials at plants;	Positive: Adoption Of safety related protocols and measures to create a safe work environment. Negative: Impact on health and well-being of employees at the Company.
3	Reputation	Opportunity	Bad publicity arising out of any act/ inaction by the Company on social media or any other platform	<ul style="list-style-type: none"> • Active monitoring of voices on social media and having a crisis management plan ready; • Actively addressing product complaints; • Ensuring product delivery as promised; • Compliance with all regulatory norms; • Strengthening corporate governance norms, including adherence to the code of conduct by all; and • Sign off for all Product/ Warranty promises to the customer. 	Positive: Opportunity to improve brand presence and reputation through proactively managing possible issues.
4	Social responsibility towards society	Opportunity	The Company had formalized a process of earmarking a portion of its profits each year to support projects which fulfil a social obligation. The Company primarily implements its CSR initiatives on its own through NGOs or through the Nilkamal Foundation, a Section 8 Company. Key areas of CSR activities in FY24-25 were: <ol style="list-style-type: none"> 1. Education 2. Upliftment of underprivileged community of the society. 3. health care & hygiene. Positive: The Company recognizes the importance of being socially responsible.	-	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)
5	Supply Chain Management	Risk and Opportunity	Risk: The supply chain and high dependency on limited suppliers / vendors can adversely affect the procurement. Opportunity: The relationships with suppliers/vendors are maintained so as to have the uninterrupted supplies.	The Company's relationship with multiple suppliers/vendors are decades old. Continuous discussions with the suppliers/vendors are maintained to ensure that the production is not hampered due to the required supplies.	Positive
6	Reduction in emission of carbon and other hazardous gases / phasing out lead stabilers	Opportunity	Opportunity: Geographical presence of the Company through its manufacturing plants spread across the country results in reduced transportation and thereby reduction of emission of carbon and other hazardous gases in the environment.	-	Positive
7	Risk Management and Cyber Security	Risk	The inadequacy of risk mapping and management system adversely affects the overall business operations and relationship with the customers.	Risk Management Committee constituted by the Board ensures that timely actions are taken on the actual and or potential threats, so as to mitigate the adverse effects.	Negative
8	Employee Wellbeing	Opportunity	Opportunities: - Prioritizing employee well-being can lead to increased productivity, efficiency, and overall job satisfaction. - By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates.		Positive: - Healthy and engaged employees tend to be more motivated, focused, and committed to their work. - When employees feel valued and their wellbeing is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)	The Policies which are statutorily required to be adopted by the Board, have been approved by them, while the others policies are formulated and implemented by the Human resources department of the Company.								
c. Web Link of the Policies, if available	Refer Note 1								
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)	The Company encourages the value chain partners to follow its policies								
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.	Yes. The policies confirm with the standards laid in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business issued by the Ministry of Corporate Affairs, Government of India and also of the requirements of the Companies Act, 2013, BIFMA Level 3 and Green-guard certifications from UK cert, ISO 45001:2018, International Standards namely ISO 9001 - 2015, ISO 14001 -2015, ISO 50001-2018, Green-pro, GRIHA GreenCo gold award by CII etc.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set targets for ESG commitment, inter alia, related to Energy conservation, Nature positive, Safe workplace, equitable & inclusive workplace, Water stewardship, Ethics, transparency, quality and accountability, governance and Sustainable supply chain management. The Company monitors the performance against the specific commitments on an ongoing basis.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Management to exercise oversight on the implementation of targets committed under ESG.								

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Nilkamal is committed to sustainable development by actively reducing carbon emissions and mitigating environmental impact. The company’s strategy focuses on addressing climate change by transitioning to lower carbon emissions, minimizing its carbon footprint, and implementing initiatives to monitor and optimize energy consumption. Furthermore, Nilkamal continuously strives to integrate green energy into its manufacturing processes.</p> <p>In addition to its environmental efforts, Nilkamal engages in social welfare initiatives directly or through implementing agency. The company prioritizes the enhancement of educational infrastructure, providing financial assistance to underprivileged students, promoting healthcare including sanitation and preventive care and facilitating vocational skill development for industrial workers. Through these initiatives, Nilkamal remains dedicated to fostering a more sustainable and equitable society.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Hiten V. Parekh Managing Director Din: 00037550
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company has established an internal management committee dedicated to overseeing sustainability matters.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	The performance against the BRSR Policies is reviewed periodically and as and when need arises. The updates in policies are carried out after considering the reviews and suggestions of the Executive Directors and Business heads.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in Compliance with all the statutory requirements of principles to the extent applicable.

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

Note 1:

Principle(s)	Applicable Policies	Link for policies
Principle 1: Businesses should conduct and govern themselves with Integrity and in a manner that is Ethical, Transparent and Accountable	Code of Conduct to Regulate, Monitor and Report Trading by Designated Person, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Policy on dealing with and materiality of Related Party Transactions, Whistle Blower Policy	https://nilkamal.com/corporate-governance/ https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf https://nilkamal.com/wp-content/uploads/2019/05/CODES-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR.pdf
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	Environment, Health and Safety Policy	https://nilkamal.com/wp-content/uploads/2019/01/Environment_Policy.pdf https://nilkamal.com/wp-content/uploads/2019/01/Health_and_Safety_Policy.pdf
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	Anti Sexual Harassment Policy, Code of Business Ethics & Internal HR Policies for Employees	https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	CSR Policy, Customer Policy, Code of Business Ethics, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information.	https://nilkamal.com/wp-content/uploads/2024/08/CSR-Policy.pdf https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf https://nilkamal.com/wp-content/uploads/2019/05/CODES-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR.pdf
Principle 5: Businesses should respect and promote human rights	Code of Business Ethics	https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf
Principle 6: Businesses should respect and make efforts to protect and restore the environment	Environment, Health and Safety Policy	https://nilkamal.com/wp-content/uploads/2019/01/Environment_Policy.pdf https://nilkamal.com/wp-content/uploads/2019/01/Health_and_Safety_Policy.pdf
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	NA	NA
Principle 8: Businesses should promote inclusive growth and equitable development	CSR Policy	https://nilkamal.com/wp-content/uploads/2024/08/CSR-Policy.pdf
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	Customer Policy	https://nilkamal.com/corporate-governance/

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)	Not Applicable								
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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	9	https://nilkamal.com/wp-content/uploads/2025/04/Familiarization-Programme-For-Independent-Directors-2024-25.pdf	80
Key Managerial Personnel (KMPs)	4		60
Employees other than BoD and KMPs	4	1. POSH 2. Whistle Blower Policy 3. Health, Safety & Environment 4. Human Rights	76.07
Workers	2	Health, Safety & Environment Human Rights	43.74

To sensitize and create awareness among employees, we ensure that following topics are done in rigorous manner. Topics covered during Induction for new joinees includes POSH, Whistle Blower, Health & Safety and Human Rights at plant level. At corporate office topic covered are related to POSH, Whistle Blower.

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

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

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

4. 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.

In the Companies policy named "Code of Business Ethics", the guidance on Bribery and Corruption is outlined. Our employees and those representing us, including agents and intermediaries shall not directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favours for the conduct of our business.

The policy is placed on the Company's website at, https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf

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

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

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 Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of interest of KMPs	0	None	0	None

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.

There were no cases of corruption or conflicts of interest which required action by regulators / law enforcement agencies / judicial institutions.

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	57.97	42.50

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along with loans and advances and investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.21%	0.22%
	b. Number of trading houses where purchases are made from	7	6
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	24.61%	23.57%
	b. Number of dealers / distributors to whom sales are made	3,262	2,563
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10.62%	13.29%
Share of RPTs	a. Purchases (Purchases with related parties / Total Purchases)	1.08%	1.45%
	b. Sales (Sales to related parties / Total Sales)	1.38%	1.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	9.00%	10.58%
	d. Investments (Investments in related parties / Total Investments made)	83.39%	9.28%

Leadership Indicators

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

During the year the Company has undertaken training programme for its dealers, sales agents, vendors, suppliers, customers. The Company also upgrades the skill of its assemblers by providing trainings at its State of Art training center at Bhiwandi so as to enable them to provide a seamless service to its customers.

Total number of awareness programme held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programme
1	Conducted online meeting for all FOFs on new brand launch "Nilkamal Homes", explained the logic, ethos of brand, new positioning, products and approach to market	More than 90% of partners were visited individually and explained, rest were all done through online meeting platform
2	Channel Partner (CP) Meet	60 % Contribution of Total Furniture Sale
8	Nilkamal Homes Product Training, display standards and new in-store communication standards were conducted with the respective teams	100% Nilkamal Homes converted store staff were trained through online by the trainer and the AOM and VM team visiting the stores
3	Online Meet with Depot in-charge regarding damage documentation & Depot operations.	100% Depot In - charge were covered.
1	Branch Commercial officer (BCO) meet regarding company Credit Policies	100% BCOs were covered for effective credit policy adherence.
3	Sales Meet for product and sales strategy for the year	100% of Sales Team attended the meet
2	Product training to Sales team-Molded Furniture (MF)	100% of Sales Team were covered
7	Products enhancement	In existing models new design and colours introduced for product enhancement.
16	Region wise Product Training- Mattress	100% of Sales Team were covered
4	Dealers training- Mattress	60% Dealer covered to attend the training
3	Implementation of (OMS) Order Management System for Primary channel Partners	100% CP are cover under OMS for the accessibility for primary CP

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

Yes. Please refer code of conduct available on the website of the Company at <https://nilkamal.com/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	FY23-24	Details of improvements in environmental and social impacts
R&D	0.31%	0.29%	The Company has invested on the research and innovation which have resulted in the reduction of emission and improve the efficiency of the processes.
Capex	0	0	

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

The company's core raw materials are sourced from globally recognized manufacturers who continuously enhance their technology and invest in research and development to ensure sustainability in their products.

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

Not ascertainable

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

(a) Plastics (including packaging) :- The returned plastic finished goods by the customers & in-house generated waste are being grinded & reused by using optimum quantity without affecting quality. The Company works proactively with its large customers for repossessing the used products from the market and recycling and reusing the same for manufacturing of new finished goods.

(b) E-waste :- As per the policy of the Company on the completion of the lifecycle of the product, the e-waste is sold to the vendors. The vendor then collects the material and necessary e-waste certificate is being issue to the Company.

(c) Hazardous waste :- The Company has Hazardous Waste Treatment, Storage & Disposal Facilities near to each of its Plants.

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.

The EPR is applicable to the Company as the brand owner. The Company has successfully registered in Central Pollution Control Board's portal (CPCB) and subsequent steps has been taken.

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: No**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the if any, web-link.
-	-	-	-	-	-

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

Name of Product / Service	Description of the risk / concern	Action Taken
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 Current Financial Year	FY 2023-24 Previous Financial Year
Plastic material (PP &/HD)	5.65	4.40

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	2435	2339	-	2943	692	-
E-waste	-	-	0.41	-	-	0.61
Hazardous waste	-	-	134	-	-	146
Other waste	-	-	2673	-	-	846

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
MONO	1.2
VAP	2.3
NVAP	1

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2817	2817	100	2817	100	0	0	2817	100	0	0
Female	205	205	100	205	100	205	100	0	0	0	0
Total	3022	3022	100	3022	100	205	6.78	2817	93.22	0	0
Other than Permanent employees											
Male	21	21	100	21	100	0	0	21	100	0	0
Female	5	5	100	5	100	5	100	0	0	0	0
Total	26	26	100	26	100	5	19.23	21	80.77	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	534	534	100	534	100	0	0	534	100	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	534	534	100	534	100	0	0	534	100	0	0
Other than Permanent workers											
Male	8200	8200	100	8200	100	0	0	0	0	0	0
Female	111	111	100	111	100	111	100	0	0	0	0
Total	8311	8311	100	8311	100	111	1.33	0	0	0	0

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	0.81%	0.53%

2. Details of retirement benefits.

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 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/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	8.83	33.89	Y	46.00	85.00	Y
WC Policy	2.94	7.30	Y	20.00	21.00	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.

The manufacturing locations are accessible for differently abled employees/workers as per the rights of persons with the Rights of Persons with Disabilities Act, 2016.

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.

Nilkamal is an equal opportunity employer. The company have equal opportunity policy and human resource policy. The is applicable to all plant and offices.

Weblink : <https://nilkamal.com/wp-content/uploads/2023/06/Equal-Opportunities-Policy-Statement-.pdf>

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

Parental leaves are availed by 114 male employees and workers during the reporting FY. 2 Female employees took the maternity leave, post which they have resumed work and are retained.

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, the grievances of the employees & workers are addressed and resolved through the following mechanism and committees: 1. The issues are resolved in presence of concerned workers. 2. Safety committee/ grievance committee team handles the grievance which are raised or occur at the company. 3. Working committee addresses and sorts the grievances that are raised at the workplace. 4. Complaint box is kept at easily accessible and visible location in plant. The employees put his/her grievance inside the box. Weekly or once in a month as preferred, the complaints are read. Basis the complaints, corrective actions are taken on it. 5. The Works and Health and Safety Committee has been formulated to redress complaints and grievances of employees and workers.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	3022	0	0	2,898	0	0
- Male	2817	0	0	2,677	0	0
- Female	205	0	0	221	0	0
Total Permanent Workers	534	0	0	738	0	0
- Male	534	0	0	738	0	0
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,351	2,570	76.69	2,540	75.80	3,415	2,902	84.98	2,732	80.00
Female	205	135	65.85	125	60.98	221	179	80.99	172	77.82
Total	3,556	2,705	76.07	2,665	74.94	3,636	3,081	84.75	2,904	79.87
Workers										
Male	8,200	7,501	91.47	7,413	90.40	7,419	5,935	79.99	6,158	83.00
Female	111	89	80.18	91	81.98	133	100	75.18	104	78.19
Total	8,311	7,590	91.32	7,504	90.29	7,552	6,035	79.91	6,262	82.92

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

At Nilkamal, we have a well-defined annual appraisal process conducted at the end of the financial year, during which a one-to-one discussion is done with employees regarding their individual performance and development.

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,351	3,087	92.12	3,415	3,415	100
Female	205	182	88.78	221	221	100
Total	3,556	3,269	91.93	3,636	3,636	100
Workers						
Male	8,200	6,908	84.25	7,419	7,419	100
Female	111	96	86.48	133	133	100
Total	8,311	7,004	84.27	7,552	7,552	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 such system?

Yes. All locations are certified for Occupational Health & Safety Management System. The system covers all employees, workers and interested party's health and safety at each certified location. The system includes everything from planning to developing processes, as well as monitoring and analyzing data and improving it continually.

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

At all the certified locations, in order to identify the work-related hazards, HIRA (Hazard Identification and Risk Assessment) is conducted. HIRA assesses both the routine and non-routine activities to determine the risk from them. Material Safety database sheet (MSDS) is maintained at all the locations.

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

Yes. The process is available at all the locations. The processes include direct interaction with controller or safety officer, suggestion box, approaching the Work's Committee or Health and Safety Committee.

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

Yes. At all plants and offices we have easy and ready access to Medical services through tie up with nearby professional hospitals.

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

Safety Incident / Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The following committees have been formed and reviewed periodically to ensure a safe and healthy work place: Health & Safety Committee, Grievance committee, Works redressal Committee, Worker Welfare Committee.

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

	FY 2024-25 Current Financial Year			FY 2023-24 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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

Note : Verbal feedback was received from employees in Plant during monthly open house sessions regarding –
1 Quality of safety shoes, 2. Quality of food in canteen 3. Guest house facility needs to be improved.

Action taken – 1. Improved quality of safety shoes by changing the vendor. 2.Change of canteen contractor 3. New Guest house provided to improve the arrangements for staff.

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.

Corrective actions have been taken post consultation of managerial and non-managerial employees and workers. Effectiveness of the corrective actions have also been monitored.

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

(A) Employees (Y/N): Yes.

(B) Workers (Y/N): Yes.

We have initiated Benevolent fund which supports the nominee in the event of death for a fixed period of time. Our employees are covered under ESIC, workman compensation and group accident insurance.

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

The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company.

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

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

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

Yes. Some employees, after retirement age, are considered for advisory role in the Company only at the discretion of management.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

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

Currently the Organization has not taken any specific measures for assessment of value Chain partners.

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 systematically identifies key stakeholder groups based on their significant contributions to business value. These stakeholders encompass employees, shareholders, investors, distributors, customers, channel partners, vendors, suppliers, regulators, and government agencies.

The identification process is qualitative and collaborative, involving consultations with various departments, senior management, and the board of directors. Insights and feedback from these groups help determine stakeholders who play a crucial role in the company’s operations and strategic 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
Employees	No	Email, notice board, intranet, one-on-one Counselling, video conferences; audio conference calls;	Regularly	Career development, salary and other perquisites, work ethics, policy communication, and team building, among others
Shareholders / Investors	No	Press releases, email, media releases, annual general meeting, stock exchange (se) intimations, website uploads, investors meeting	Quarterly and as and when need arises	Disclosing Quarterly/ Half Yearly/ Yearly Results, sending Annual Reports and Notice for General Meetings, Dividend updates
Distributors/ Channel Partners	No	Email, Physical and video - conference etc.	Regularly	Sales Orders, Discount Policies, general updates, Advertisement, Events (campaigns & announcement) etc

Customers	No	Personal meeting, Email, SMS, ads, website, newspaper, social media etc.	Regularly	Through Distributors and also direct interaction
Suppliers/ Vendors	No	Personal meeting, Email, website, meetings etc.	Regularly	Query and grievance redressal, SCM
Government/ Regulators Agencies	No	Email, one-on-one meetings, Video-conference, Annual report and regulatory filings facility inspections	Regularly	On various Law points, regulations, amendments, and approvals
Communities	No	Directly/ through Nilkamal Foundation	Regularly	CSR initiatives

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 is committed to fostering continuous and proactive engagement with key stakeholders to communicate its strategy and performance effectively. Regular consultations and ongoing communication help align expectations and inform decision-making on economic, environmental, and social topics.

Feedback from stakeholders is gathered through structured discussions, meetings, and reports, enabling the company to refine its strategies and improve overall performance. The Board is consistently updated on significant developments, with their input actively sought to ensure alignment with stakeholder interests and corporate objectives.

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

Yes, the company actively engages with government regulatory authorities, distributors, suppliers, and the local community on environmental and social matters. These interactions play a crucial role in identifying key material topics that are most relevant to Nilkamal and require appropriate actions. We ensure that stakeholder inputs are carefully considered and seamlessly integrated into our policies and operational processes, fostering a more responsible and sustainable approach.

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

The Corporate Social Responsibility (CSR) initiatives of the Company engages with and addresses the concerns of vulnerable/marginalised stakeholder groups to build equitable and inclusive pathways for women, youth, and marginalized groups on a meaningful scale and with breakthrough innovations.

PRINCIPLE 5 : Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3,022	2,726	90.20	2,898	2,463	84.98
Other than permanent	26	23	88.46	0	0	0
Total Employees	3,048	2,749	90.19	2,898	2,463	84.98
Workers						
Permanent	534	483	90.44	738	665	90.10
Other than permanent	8,311	7,596	91.39	7,552	6,268	82.99
Total Workers	8,845	8,079	91.34	8,290	6,933	83.63

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	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	2,817	0	0	2,817	100	2,677	0	0	2,677	100
Female	205	0	0	205	100	221	0	0	221	100
Other than Permanent										
Male	21	0	0	21	100	0	0	0	0	0
Female	5	0	0	5	100	0	0	0	0	0
Workers										
Permanent										
Male	534	0	0	534	100	738	0	0	738	100
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	8,200	0	0	8,200	100	7,419	0	0	7,419	100
Female	111	0	0	111	100	133	0	0	133	100

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

a. Median remuneration / wages :

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	5,75,000	1	10,00,000
Key Managerial Personnel (KMP)	2	1,16,46,715	0	0
Employees other than BoD and KMP	2,812	5,48,355	205	5,57,436
Workers	8,734	1,86,872	111	2,04,660

* Median Salary - Annual Basis

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	5.74	5.35

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. The Human Resources department's head in the respective units are responsible for addressing human rights impacts.

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

Nilkamal has in place various processes and committees to redress the grievances related to human rights. Some such structures within the organization includes Internal Complaints Committee (POSH related)/Worker Committee/Grievances Committee are various institutional mechanisms present to address the grievances related to human rights.

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

	FY 2024-25 Current Financial Year			FY 2023-24 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
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

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

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

Nilkamal has consistently fostered a culture of transparency, trust, and openness within the organization. A comprehensive induction program ensures that all new employees are informed about established processes designed to safeguard complainants from any adverse consequences. Key initiatives include the formation of a Works Committee and a Health and Safety Committee, both dedicated to providing necessary protection to individuals raising concerns. Nilkamal upholds a zero-tolerance policy for such matters, maintaining strict confidentiality regarding the identity and information of complainants.

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

Yes, human rights requirements form part of our business agreements and contracts.

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	NIL

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

Currently there are no risks or gaps identified through the assessment process arising out of Question No 10. As a policy at Nilkamal there is no employment of Child Labour. There is POSH committee and a grievance re-dressal committee which is accessible to all employees and workers.

There is regular internal audit being conducted to ensure wages are in line with the statutory norms.

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

The company did not receive any grievances/complaints on human rights violation and hence no processes were modified/introduced to address the same.

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

Nilkamal Limited has formed an internal committee for due diligence to discuss on human rights practices and protocol. During our internal review, we have not found any concerns on the mentioned points.

Human Rights due diligence process and mechanisms are being established to enhance the current human rights assessment. Risk based assessments are conducted at periodic intervals which include events like onboarding and renewal of agreements. Set criteria and risk-based reviews are performed.

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. All our manufacturing facilities are equipped to accommodate differently abled employees and visitors. While the Head Office is currently not fully accessible, there has been no requirement raised to date. The Management remains fully open and committed to undertaking necessary modifications to ensure compliance and accessibility, as and when the need arises.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0

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

Currently, we have not conducted assessments of our value chain partners.

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	13,867.5	15,618.00
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	34,652.4	32,755.90
Total energy consumption (A+B+C)	48,519.8	48,373.90
From non-renewable sources		
Total electricity consumption (D)	1,81,486.9	1,74,407.30
Total fuel consumption (E)	1038.4	812.2
Energy consumption through other sources (F)	1,12,372.0	66,338.10
Total energy consumed from non-renewable sources (D+E+F)	2,94,897.3	2,41,557.60
Total energy consumed (A+B+C+D+E+F)	3,43,417.2	2,89,931.50
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00001060	0.00000925
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00021903	0.00019112
Energy intensity in terms of physical output	0.0041	0.0039
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The latest International Monetary Fund’s (IMF) Purchasing Power Parity (PPP) conversion rate of 20.66 has been applied to calculate PPP adjusted total revenue from operations.

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

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.

None of the sites are covered under the PAT scheme

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	82,632	87,351
(ii) Groundwater	1,95,110	2,34,818
(iii) Third party water	20,278	5,251
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,98,020	3,27,420
Total volume of water consumption (in kilolitres)	2,98,020	3,27,420
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000092	0.00001045
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00019007	0.00021583
Water intensity in terms of physical output	3.5	4.4
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The latest International Monetary Fund's (IMF) Purchasing Power Parity (PPP) conversion rate of 20.66 has been applied to calculate PPP adjusted total revenue from operations.

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment	96,338	1,18,389
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of Treatment	2,316	3,535
(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		
- No treatment	-	-
- With treatment – please specify level of Treatment		
Total water discharged (in kilolitres)	98,654	1,21,924

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

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

Yes, the Company do have Zero Liquid Discharge mechanism in place as the discharged water is being used for our gardening purpose.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Ppmv	1.06	0.19
Sox	microgram/m3	225	115
Particulate matter (PM)	microgram/m3	500	586
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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.

M/S SGS laboratories, Global Enviro Laboratory

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	6,103	6,892
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	38,844	21,222
Total Scope 1 and Scope 2 emissions word Intensity per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 Equivalent/Rs.	0.00000138	0.00000089
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)	Metric tonnes of CO2 Equivalent/Rs.	0.00002867	0.00001853
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 Equivalent/Rs.	0.00046	0.00029
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

The latest International Monetary Fund’s (IMF) Purchasing Power Parity (PPP) conversion rate of 20.66 has been applied to calculate PPP adjusted total revenue from operations.

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

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

1. Unit/kg reduction by installing Energy efficient equipment’s like VFD, Servomotors
2. Increasing the solar energy consumption
3. Development of local vendor for packing items
4. VFD For Cooling Tower
5. PNG Gas Line Leakage Elimination
6. RO Reject water to be used for Bath / Wash room
7. Water Leakage Monitoring
8. Show rack metal pipe thickness reduction
9. Rain Water Harvesting
10. Tree Plantation
11. Solar Panels implementation.
12. Using of wind energy
13. Heater jacket provided to avoid heat loss in IMD machine.
14. Recycling of own PP bags
15. Weight reduction in products
16. Packing material alteration

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)	4,778	2,995
E-waste (B)	0.408	0.6120
Bio-medical waste (C)	0.0001	0.0001
Construction and demolition waste (D)	0.0000	0.0000
Battery waste (E)	3.635	3.2900
Radioactive waste (F)	0.0000	0.0000
Other Hazardous waste. Please specify, if any. (G), Used or spent oil - Schedule I, 33.2 Contaminated cotton rags or other cleaning materials - Schedule I, 33.1 Empty barrels/ containers/ liners contaminated with hazardous chemicals /wastes/ Chemical Sludge from ETP	137	146
Other Non-hazardous wastegenerated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Process wastes, residues and sludges, Bag, Lumps, Wood, Paper, Metal, Plastic)	2,673	846
Total (A + B + C + D + E + F + G + H)	7,592	3,991
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000023	0.00000013
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000484	0.00000263
Waste intensity in terms of physical output	0.090	0.054
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	2,339	692
(ii) Re-used	2,435	2,943
(iii) Other recovery operations	0	0
Total	4,774	3,635
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	2912	584
Total	2912	584

The latest International Monetary Fund's (IMF) Purchasing Power Parity (PPP) conversion rate of 20.66 has been applied to calculate PPP adjusted total revenue from operations.

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.

The Company follows The Hazardous Waste Management Rule Rules, 2008 as amended from time to time.

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.
Not Applicable. Nilkamal does not have any operations / offices in / around ecologically sensitive areas.			

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
Not Applicable. Nilkamal has not undertaken any projects that require an Environmental Impact Assessment (EIA).					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines /penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective actiontaken, if any
Not Applicable				

Leadership Indicators

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

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

- (i) Name of the area: All units
- (ii) Nature of operations: Manufacturing of injection moulded articles, Metal & wooden furniture and Mattress
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	82,632	87,351
(ii) Groundwater	1,95,110	2,34,818
(iii) Third party water	20,278	5,251
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	2,98,020	3,27,420
Total volume of water consumption (in kilolitres)	2,98,020	3,27,420
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000092	0.00001045
Water intensity (optional) – the relevant metric may be selected by the Entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment	96,338	1,18,389
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment	2,316	3,535
(iii) Into 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		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	98,654	1,21,924

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.

External Agency. M/s. SGS India Pvt. Limited , Chennai, Global Enviro Laboratories LLP.UP, Tamil Nadu pollution control board.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ Equivalent</i>	20,144	17,517
Total Scope 3 emissions per rupee of turnover	MtCO ₂ e / Rs.	0.00000062	0.00000056
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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.

N.A.

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:

Nilkamal have always strived to improve the resource efficiency. Steps have been taken at its various locations to purchase/generate renewable electricity.

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

Emergency plan is prepared at all plants and mock drills are conducted in once in Three months. There are various Committees and teams have been formed for on ground response such as emergency response team, firefighting team, first aiders, communications team, power and utility teams.

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 carried out any environmental assessment Impacts of its business partner.

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

N.A.

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

a. **By the Listed entity:** Nil

b. **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.

The Company is affiliated with five (5) trade and industry chambers/associations.

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 Chambers of Commerce & Industry (FICCI)	National
2	Retailers Association of India (RAI)	National
3	Federation of Indian Exporter Organisation (FIEO)	National
4	Organisation of Plastic Processors of India (OPPI)	National
5	Society of Manufacturing of Industrial Storage Systems (SMISS)	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		

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
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 Identification 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/N	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Not Applicable						

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

The Company has a well-defined process for receiving and addressing grievances from external stakeholders.

For internal grievances, the Company has an Internal Complaints Committee, which allows employees to report unethical practices, suspected violations of the Company’s Code of Conduct, or breaches of applicable laws. This platform enables both internal and external stakeholders to raise concerns related to ethics, compliance, fraud, misconduct, corruption, financial irregularities, conflicts of interest, insider trading, theft, embezzlement, workplace relations, human resources issues (such as harassment, discrimination, improper workplace behavior), asset protection, workplace violence, and environmental, health, and safety violations.

Shareholders can lodge grievances through various channels, including contacting the Compliance Officer, sending an email, or calling the designated number listed on the Company’s website.

For other stakeholders—such as suppliers, vendors, and business partners—the Company has a complaint redressal mechanism that ensures grievances can be submitted and addressed promptly.

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	8.52%	1.87%
Sourced directly from within the district and neighbouring districts	33%	35%

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	30.97	38.6
Semi-urban	14.64	11.7
Urban	16.43	29.4
Metropolitan	37.96	20.3

Place are categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action plan
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 INR)
Not Applicable			

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

The Company currently does not implement a preferential procurement policy targeting suppliers from marginalized or vulnerable groups. Our procurement practices are based on principles of fairness, transparency, and competitiveness, ensuring equal opportunity for all suppliers. While we do not have specific measures in place, we remain committed to adhering to applicable legal frameworks and best practices in inclusive sourcing.

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

As per the nature of business and availability of raw materials, the Company procure raw materials from the best available sources.

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

Not Ascertained

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

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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.

Not Applicable

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Please refer Annexure – A to Boards' Report i.e. Annual Report on CSR Activities.

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.

Customer complaint flow chart is available to monitor the customer complaint and customer feedback survey report available for receiving the customer suggestion.

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	NA
Safe and responsible usage	0.47
Recycling and/or safe disposal	0.014

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential Services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	125	0	regarding manufacturing, packaging & quality.100% pending complaints resolved for previous year	311	7	regarding manufacturing, packaging & quality.100% pending complaints resolved for previous year

4. Details of instances of product recalls on account of safety issues: Not Applicable

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

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 do have a security policy. The same has been uploaded on the intranet of the Company.

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

No such event has been reported for the FY 2024-25 and hence not applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along with impact

No Instances of data breach were reported or observed for FY 2024-25

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

No Instances of data breach were reported or observed for FY 2024-25

c. Impact, if any, of the data breaches

Not applicable

Leadership Indicators

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

www.nilkamalmattrezz.com, www.nilkamalfurniture.com, www.at-home.co.in, www.doctordreams.com, www.nilkamalmaterialhandling.com

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

Assembly instruction guidelines/product manuals are provided for all Ready to assemble furniture’s. Care instructions displayed in our ecommerce sites. Product features and Benefits are also mentioned on E-commerce websites, in Marketing Collaterals etc.

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

Not applicable

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- Along with price tag, we display product key features and benefits.

Features and Benefits are also mentioned on E-commerce websites, in Marketing Collaterals etc.