

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Sirca Paints India Limited ("Sirca") is one of the leading brands for wood coating products in India, with over two decades of experience in the industry. The Company is engaged in the manufacturing and sales of wood coatings and other decorative paints, under its owned or exclusively licensed brands such as Sirca, Unico, Webmley, Welcome, Oikos and Valentino and also exporting its products across India, Nepal, Bangladesh and Sri Lanka. Sirca is significantly expanding its domestic footprint by setting up additional manufacturing facilities & infrastructure to strengthen its position in critical Market and enhancing market presence in Madhya Pradesh, Gujarat, South India, and East India.

### SECTION A: GENERAL DISCLOSURE

#### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN)</b>	L24219DL2006PLC145092	
2.	<b>Name of the Listed Entity</b>	Sirca Paints India Limited	
3.	<b>Year of incorporation</b>	2006	
4.	<b>Registered Office Address</b>	G-82 Kirti Nagar West Delhi 110015	
5.	<b>Corporate address</b>	Same as mentioned above	
6.	<b>E-mail</b>	info@sircapaints.com	
7.	<b>Telephone</b>	011-42083083	
8.	<b>Website</b>	https://www.sircapaints.com/	
9.	<b>Date of Start of Financial Year</b>	<b>Start Date</b>	<b>End Date</b>
	<b>Financial Year</b>	1st April, 2024	31st March, 2025
	<b>Previous Year</b>	1st April, 2023	31st March, 2024
	<b>Prior To Previous Year</b>	1st April, 2022	31st March, 2023
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)	
11.	<b>Paid-up capital</b>	INR 54,80,88,000.00/- divided into 5,48,08,800.00/- Equity Shares of INR 10 each	
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:</b>	Name: Hira Kumar Designation: Company Secretary & Compliance Officer Tel.no: 011-42083083 Email: <a href="mailto:cs@sircapaints.com">cs@sircapaints.com</a>	
13.	<b>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).</b>	This report is based on standalone basis	

#### II. Products/Services

##### 14. 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.	Import & Trading of Paints products	Import & Trading of Paints products	62.11%
2.	Manufacturing of Paints	Manufacturing of Paints	37.89%

##### 15. Name Products/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Products/Services	NIC Code	% of Turnover of the entity
1.	Import & Trading of Paints products	46634	62.11%
2.	Manufacturing of Paints	20221	37.89%

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	5	21	26
International	0	1	1

#### 17. Market served by the entity:

##### a. Number of locations:

Locations	Number
National (No. of States)	13
International (No. of Countries)	1

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

The percentage of total turnover of the company for contribution of exports is 0.26%.

##### c. A brief on type of customers.

The Company primarily caters to two customer segments:

#### Retail

The Company caters to retail customers through its strong & growing distribution network of more than 4,000 dealers, further supported by a branch & depot network of 26 across its key markets. The retail customer segment contributes to nearly 70% of the revenue stream.

#### OEMs

Since the Company's beginning, Sirca has collaborated with furniture and fixture manufacturers. Sirca's products are a result of several collaborations and thorough understanding of OEM needs. OEMs have also been early adopters of premium wood coating solutions in India. Sirca is the primary and, in many cases, the only choice for furniture manufacturers when it comes to wood coatings. The Company has ensured utmost satisfaction and strong customer relationships by providing strong technical and after-sales support to OEMs. The OEM segment, where the Company works with a well-diversified clientele of around 900 clients, accounts for nearly 30% of the total revenue.

### IV. Employees

#### 18. Details as at the end of Financial Year i.e., 31.03.2025:

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

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	<b>EMPLOYEES</b>	483	439	91%	44	9%
1.	Permanent (D)	409	370	90%	39	10%
2.	Other than Permanent (E)	74	69	93%	5	7%
3.	<b>Total Employees (D+E)</b>	<b>483</b>	<b>439</b>	91%	44	9%
	<b>WORKERS</b>	275	264	96%	11	4%
4.	Permanent (F)	219	210	96%	9	4%
5.	Other than Permanent (G)	56	53	95%	3	5%
6.	<b>Total workers (F + G)</b>	<b>275</b>	<b>263</b>	96%	12	4%

**b. Differently abled employees and workers:**

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>	0	0	0%	0	0%
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%
	<b>DIFFERENTLY ABLED WORKERS</b>	0	0	0%	0	0%
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total Differently Abled workers (F + G)</b>	0	0	0%	0	0%

**19. Participation/Inclusion/Representation of women:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
<b>Board of Directors</b>	8	1	12.50%
<b>Key Managerial Personnel</b>	4	1	25.00%

**20. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 year)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent employees (%)</b>	90%	10%	100%	91%	9%	100%	85%	15%	100%
<b>Permanent workers (%)</b>	96%	4%	100%	95%	5%	100%	96%	4%	100%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**21. (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.	Sirca Industries Limited	Subsidiary	100%	No

**VI. CSR Details**

22. (i) Whether CSR is applicable as section 135 of Companies Act, 2013: (Yes)  
 (ii) Turnover (in Rs.): 10,110.60 Lakh  
 (iii) Net Worth (in Rs.): 34,964.87 Lakh

**VII. Transparency and Disclosures Compliances**
**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)  (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 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	0	0		0	0	0
Investors (other than shareholders)	Yes	0	0		0	0	0
Shareholders	Yes	0	0		0	0	0
Employees and workers	Yes	0	0		0	0	0
Customers	Yes	0	0		0	0	0
Value Chain Partners	Yes	0	0		0	0	0
Other (please specify)	Yes	0	0		0	0	0

**24. 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/opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk/opportunity (Indicate positive or negative implications)
1	Talent Management Acquisition & Retention	Risk	Risk of failure in any of the elements of talent management can impact Sirca Paints ability to grow and provide services to its customers.	At Sirca Paints, we follow industry best human resource practices such as to attract, develop, deploy and retain talent.	Negative
2	Training & Skill Development and Health & Wellness of employees	Opportunity	Employees are our biggest strengths and the ever evolving technology requires employees with right skill sand regular trainings.	At Sirca Paints, we follow industry best human resource practices to develop, deploy talent. The Company arranges several technical and personality development trainings for employees to up skill and make them be ready for any challenge they face.	Positive

		Risk	Adverse Health and Wellness condition directly impact on the health and morale of the employees besides productivity impact.		Negative
3	Environmental Sustainability	Risk	In view of Global Warming, environmental sustainability has become very crucial for all businesses.	The Company endeavors prevents pollution, reduces waste and minimizes the consumption of resources. We comply with applicable legal requirements which relate to our environmental aspects. We encourage environmental protection among employees and suppliers.	Negative
4	Governance	Opportunity	Sirca Paints ensures highest level of corporate governance and compliances with the statutory authorities.	-	Positive

**Note:** Please also Refer Risk Management Report, which forms Part of the Annual Report.

## 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
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	No	Yes	Yes
1(b)	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
1(c)	Web Link of the Policies, if available	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes								
<b>Disclosure Questions</b>		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>								
<b>Governance, leadership and oversight</b>																		
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Mr. Sanjay Agarwal, Chairman & Managing Director of the Company is the director responsible for the business responsibility report. He stated that the company have set targets to minimize our carbon footprint and resource consumption and our achievements include significant progress in water replenishment and thus strengthening our commitment of becoming water positive as well as improved transparency and engagement with stakeholders.																
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	The Board is responsible for implementation and oversight of the business responsibility policies. The Board of Directors of the Company has empowered the Stakeholders Relationship Committee (SRC) to provide direction to the management and exercise oversight on the implementation of targets committed under ESG.																
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>The Stakeholders Relationship Committee of the Board of Directors of the Company is responsible for providing direction to the management on ESG strategy and monitoring the progress and performance on its medium-term and long-term ESG commitments and targets. Composition of Stakeholder Relationship Committee:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Name of Director</th> <th style="width: 50%;">Designation</th> </tr> </thead> <tbody> <tr> <td>Anu Chauhan</td> <td>Non-Executive - Independent Director</td> </tr> <tr> <td>Gurjit Singh Bains</td> <td>Non-Executive - Non Independent Director</td> </tr> <tr> <td>Sanjay Kapoor</td> <td>Non-Executive - Non Independent Director</td> </tr> </tbody> </table>									Name of Director	Designation	Anu Chauhan	Non-Executive - Independent Director	Gurjit Singh Bains	Non-Executive - Non Independent Director	Sanjay Kapoor	Non-Executive - Non Independent Director
Name of Director	Designation																	
Anu Chauhan	Non-Executive - Independent Director																	
Gurjit Singh Bains	Non-Executive - Non Independent Director																	
Sanjay Kapoor	Non-Executive - Non Independent Director																	

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	The policies of the Company are reviewed periodically / on a need basis by department heads / director /board committees / board members, wherever Applicable									Ongoing basis									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable statutory requirements and rectifies, non-compliance, if any. This is reviewed by the Audit Committee.									Quarterly and as when required as per statutory requirements.									
	P1	P2	P3	P4	P5	P6	P7	P8	P9										
11	Has the entity carried out	No, The policies are reviewed on a periodic basis internally.																	
If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																			

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

**Web Link of the policies**

Principal	Applicable Policies	Link for policies
Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	Code of Conduct	<a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a>
Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	Environment, Health and Safety Policy.	<a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a>
Principle 3: Businesses should promote the well-being of all employees	Code of Conduct & Internal HR Policies for Employees	<a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a>

<p>Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized</p>	<p>CSR Policy &amp; Customer Policy.</p>	<p><a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a></p>
<p>Principle 5: Businesses should respect and promote human rights</p>	<p>Code of Conduct.</p>	<p><a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a></p>
<p>Principle 6: Businesses should respect, protect, and make efforts to restore the environment</p>	<p>Environment, Health and Safety Policy.</p>	<p><a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a></p>
<p>Principle 7: Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner</p>	<p>NA</p>	<p>NA</p>
<p>Principle 8: Businesses should support inclusive growth and equitable development</p>	<p>CSR Policy</p>	<p><a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a></p>
<p>Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner</p>	<p>Customer Policy</p>	<p><a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a></p>

## 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 programmes on any of the Principles during the financial year:				
	Segment	FY 24-25			
		Total number of training & Awareness programmes held	Topic/ Principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes	
	Board of Directors	3 session	9 Principles	100%	
	Key Managerial Personnel	1 session	9 Principles	100%	
	Employees Other than BoD and KMPs	7 session	9 Principles	75%	
	Workers	7 session	9 Principles	90%	
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				
	Monetary - FY 24-25				
	National Guidelines on Responsible Business Conduct (NGRBC) Principle	"Name of the Regulatory/ Enforcement agencies/ judicial institutions"	"Amount (in ₹)"	"Brief of the Case"	"Has an appeal been preferred (Yes/No)"
	Penalty/Fine	NIL	NIL	NIL	NIL
	Settlement	NIL	NIL	NIL	NIL
	Compounding Fees	NIL	NIL	NIL	NIL
	Non-Monetary - FY 24-25				
	Imprisonment	NIL	NIL	NIL	NIL
	Punishment	NIL	NIL	NIL	NIL
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		
	NIL		NIL		
4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.				
	"Yes, the Company has a published position statement on anti-corruption and anti-bribery. The same is available on the Company's website at Investors - Sirca (sircapaints.com)"				
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:				
	There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/corruption against Directors/KMPs/employees/ workers.				

Details of Complaints with regards to conflicts of interest:					
		FY 24-25		FY 23-24	
		Number	Remarks	Number	Remarks
6	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	NIL	-	NIL	-
7	<b>"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"</b>				
	Not Applicable				

8			
Number of days of accounts payables ((accounts payable *365)/cost of goods/services procured) in the following format:			
		FY 2024-25	FY 2023-24
Number of day of accounts payables		38	38

"Open-ness of business					
Provide details of concentration of purchases and sales with trading houses, dealers, and related parties alongwith loans and advances & investments, with related parties, in the following format:"					
Parameter		Metrics		FY 24-25	FY 23-24
9	"Concentration of Purchases"	a. Purchases from trading houses as % of total		30.00%	40.00%
		b. Number of trading houses where purchases are made from		60	47.00%
		c. Purchases from top 10 trading houses as % of total purchases from trading houses		50.00%	45.00%
9	Concentration of sales	a. Sales to dealers/distributors as % of total sales		79.35%	73.00%
		b. Number of dealers/distributors to whom sales are made		2453	1943
		c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		24.92%	24.00%
9	Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)		NIL	NIL
		b. Sales (Sales to related parties/Total Sales)		NIL	NIL
		c. Loans & advances (Loans & advances given to related parties/Total loans & advances)		NIL	NIL
		d. Investments (Investments in related parties/ Total Investments made)		NIL	NIL

Leadership Indicators			
1			
Awareness programmes conducted for value chain partners on any of the Principles during the financial year:			
FY 24-25			
Total number of awareness programmes held	"Topics / principles covered under the training"	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes	
4	9 Principles	-	

2	<b>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.</b>
	"Yes, A policy approved by the Board is in place providing the framework for the Company's Corporate Governance philosophy covering Directors, Senior Management and all employees. It addresses conflicts of interest along with related-party transactions; insider trading; compliance with laws, rules & regulations; fair dealing; ethical business practices; and protection and proper use of Company assets. The Company has Code of Conduct for Directors and senior management personnel. All the Directors and senior management personnel have confirmed compliance with the said code. (Weblink- Investors - sirca (sircapaints.com) )"

**PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

<b>ESSENTIAL INDICATORS</b>											
1	<b>Percentage of R&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made by the entity, respectively.</b>										
	"The Company is committed to offer products that meet internationally accepted green product standards. This commitment drives the team of dedicated professionals working at Company's partner's Research & Technology Centre at Italy, where technology and innovation are the corner stones. Research, development and innovation through a structured approach to projects, as well as the constant improvement of process technologies, are essential for growth in new markets, but also for strengthening the company's core business. This cause positive environmental and social impacts. The products developed in the last one year are listed below: <ul style="list-style-type: none"> <li>• Hand Sanitizers</li> <li>• Anti-bacterial Emulsion and Anti-viral Emulsion</li> <li>• Water based wood coating"</li> </ul>										
2(a)	<b>Does the entity have procedures in place for sustainable sourcing? (Yes/No)</b>										
	"Yes, The Company maintains a healthy relationship with its service providers, vendors and other suppliers. The Company has developed supplier intimacy and goodwill which enables the Company to source quality raw materials even when there is scarcity of raw material in Market. We engage with local suppliers for sustainable sourcing. Adequate steps are taken for safety during transportation, which, in turn, help to mitigate the impact on climate."										
2(b)	<b>If yes, what percentage of inputs were sourced sustainably?</b>										
	More than 60% sourcing is done from manufacturers who have a formal sustainability programme.										
3	<b>Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:</b>										
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Reclaimed Products</th> <th style="text-align: left;">Reclamation Process</th> </tr> </thead> <tbody> <tr> <td>Plastics (including packaging)</td> <td>Disposed as scrap to local scrap dealer</td> </tr> <tr> <td>E-waste</td> <td>Disposed as scrap to local scrap dealer</td> </tr> <tr> <td>Hazardous waste and</td> <td>Disposed as scrap to local scrap dealer</td> </tr> <tr> <td>Other waste</td> <td>Disposed as scrap to local scrap dealer</td> </tr> </tbody> </table>	Reclaimed Products	Reclamation Process	Plastics (including packaging)	Disposed as scrap to local scrap dealer	E-waste	Disposed as scrap to local scrap dealer	Hazardous waste and	Disposed as scrap to local scrap dealer	Other waste	Disposed as scrap to local scrap dealer
Reclaimed Products	Reclamation Process										
Plastics (including packaging)	Disposed as scrap to local scrap dealer										
E-waste	Disposed as scrap to local scrap dealer										
Hazardous waste and	Disposed as scrap to local scrap dealer										
Other waste	Disposed as scrap to local scrap dealer										
4	<b>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.</b>										
	"Yes, EPR is applicable to the Company. As a responsible manufacturer, the Company has complied with the obligations as stipulated under the Plastic Waste management amended rules 2022 well before March 31, 2025."										

<b>LEADERSHIP INDICATORS</b>													
1	<b>Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?</b>												
	The Company is in the process of undertaking Life Cycle Perspective/Assessment (LCA)												
2	<b>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.</b>												
	The details will be available and disclosed upon completion of Life Cycle Assessments of Key Products.												
3	<b>Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry)</b>												
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Indicate Input Material</th> <th colspan="2" style="text-align: left;">Recycled or re-used input material to total material</th> </tr> <tr> <td></td> <th style="text-align: center;">FY 24-25</th> <th style="text-align: center;">FY 23-24</th> </tr> </thead> <tbody> <tr> <td>TiO2 Dust (in MT)</td> <td colspan="2" rowspan="4" style="text-align: center; vertical-align: middle;">NA</td> </tr> <tr> <td>Reclaimed Solvent (in MT)</td> </tr> <tr> <td>Powder Fines (in MT)</td> </tr> <tr> <td>Paint Sludge (in MT)</td> </tr> </tbody> </table>	Indicate Input Material	Recycled or re-used input material to total material			FY 24-25	FY 23-24	TiO2 Dust (in MT)	NA		Reclaimed Solvent (in MT)	Powder Fines (in MT)	Paint Sludge (in MT)
Indicate Input Material	Recycled or re-used input material to total material												
	FY 24-25	FY 23-24											
TiO2 Dust (in MT)	NA												
Reclaimed Solvent (in MT)													
Powder Fines (in MT)													
Paint Sludge (in MT)													

4	<b>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:</b>						
		<b>FY 24-25</b>			<b>FY 23-24</b>		
		<b>Re-Used</b>	<b>Recycled</b>	<b>"Safely Disposed"</b>	<b>Re-Used</b>	<b>Recycled</b>	<b>"Safely Disposed"</b>
	Plastics (including packaging) -MT	NA	NA	NA	NA	NA	NA
	E- Waste	NA	NA	NA	NA	NA	NA
	Hazardous waste	NA	NA	NA	NA	NA	NA
	Other waste, Paint Sludge (in MT)	NA	NA	NA	NA	NA	NA
5	<b>Reclaimed products and their packaging materials (as percentage of products sold) for each product category</b>						
	Our paints products are consumables and hence are non-retrievable at their end-of-life						

**PRINCIPLE 3 Businesses should provide goods and services amanner that is sustainable and safe**

<b>ESSENTIAL INDICATORS</b>													
1(a)	<b>Details of measures for the well-being of employees:</b>												
	<b>FY 24-25</b>												
	<b>% of Employees Covered by</b>												
	Category	Total (A)	Health Insurance		Accident Insurance			Maternity Benefits		Paternity Benefits		Day-Care Facilities	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
	<b>Permanent Employees</b>												
	<b>Male</b>	370	370	100%	370	100%		0	0	370	100%	0	0
	<b>Female</b>	39	39	100%	39	100%		39	100%	0	0	0	0
	<b>Total</b>	409	409	100%	409	100%		409	100%	409	100%	0	0
	<b>Other than Permanent Employees</b>												
	<b>Male</b>	69	69	100%	69	100%		0	0	69	100%	0	0
	<b>Female</b>	5	5	100%	5	100%		5	100%	0	0	0	0
	<b>Total</b>	74	74	100%	74	100%		74	100%	74	100%	0	0
1(b)	<b>Details of measures for the well-being of workers:</b>												
	<b>% of Workers Covered by</b>												
	Category	Total (A)	Health Insurance		Accident Insurance			Maternity Benefits		Paternity Benefits		Day-Care Facilities	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (D)		No. (E)	% (E/A)	No. (F)	% (F/A)
	<b>Permanent Workers</b>												
	<b>Male</b>	210	210	100%	210	100%		0	0	210	100%	0	0
	<b>Female</b>	9	9	100%	9	100%		9	100%	0	0	0	0
	<b>Total</b>	219	219	100%	219	100%		219	100%	219	100%	0	0
	<b>Other than Permanent Workers</b>												
	<b>Male</b>	53	53	100%	53	100%		0	0	53	100%	0	0
	<b>Female</b>	3	3	100%	3	100%		3	100%	0	0	0	0
	<b>Total</b>	56	56	100%	56	100%		56	100%	56	100%	0	0
2	<b>Details of retirement benefits, for Current FY and Previous Financial Year.</b>												
	<b>Benefits</b>		<b>FY 24-25</b>					<b>FY 23-24</b>					
			No. of	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.)			
	<b>PF</b>		99%	100%	Yes		99%	100%		Yes			
	<b>Gratuity</b>		100%	100%	No		100%	100%		Yes			
	<b>ESI</b>		11%	77%	Yes		13%	91%		Yes			
	<b>Other – Please specify</b>		N/A	N/A	N/A		N/A	N/A		N/A			
3	<b>Accessibility of workplaces</b>												
	<b>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.</b>												
	We are working on absorption and provisions for differently abled friendly and accessible work place and premises as per the requirements of the Rights of Persons with Disabilities Act, 2016. All future workplace will be provided with differently abled friendly accessibility.												

4	<b>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.</b>							
	Yes, the Company has a Policy on Equal Opportunity and Non-Discrimination which is available on the Company's website at <a href="https://www.sircapaints.com/investors/#policies">https://www.sircapaints.com/investors/#policies</a> .							
5	<b>Return to work and Retention rates of permanent employees and workers that took parental leave.</b>							
	<b>Gender</b>	<b>Permanent Employees</b>			<b>Permanent Workers</b>			
		<b>Return to work rate</b>	<b>Retention Rate</b>		<b>Return to work rate</b>		<b>Retention Rate</b>	
	Male	370	100%		210		100%	
	Female	39	100%		9		100%	
	Total	409	100%		219		100%	
6	<b>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.</b>							
		<b>Yes/No</b>	<b>(If yes, then give details of the mechanism in brief)</b>					
	Permanent Workers	Yes	Yes, there is a Speak Up or vigil mechanism for employees and workers to address grievances. Please refer to the Vigil Mechanism Whistle blower Policy and Other Disclosure section of the Corporate Governance Report for more information.					
	Other than Permanent Workers	Yes						
	Permanent Employees	Yes						
	Other than Permanent Employees	Yes						
7	<b>Membership of employees and worker in association(s) or Unions recognised by the listed entity:</b>							
	<b>Category</b>	<b>FY 24-25</b>			<b>FY 23-24</b>			
		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	% (D/C)	
	<b>Total Permanent Employees</b>	409	0	0%	344	0	0%	
	- Male	370	0	0%	312	0	0%	
	- Female	39	0	0%	32	0	0%	
	<b>Total Permanent Workers</b>	219	0	0%	171	0	0%	
	- Male	210	0	0%	161	0	0%	
	- Female	9	0	0%	10	0	0%	
8	<b>Details of training given to employees and worker</b>							
	<b>Category</b>	<b>FY 24-25</b>						
		Total (A)	On Health & Safety Measures		On Skill Upgradation			
			No. (B)	% (B/A)	No. (C)	% (C/A)		
	<b>Employees (Permanent)</b>							
	<b>Male</b>	370	370	100%	0	0%		
	<b>Female</b>	39	39	100%	0	0%		
	<b>Total</b>	409	409	100%	0	0%		
	<b>Workers (Permanent)</b>							
	<b>Male</b>	210	210	100%	0	0%		
	<b>Female</b>	9	9	100%	0	0%		
	<b>Total</b>	219	219	100%	0	0%		
	<b>Category</b>	<b>FY 23-24</b>						
		Total (A)	On Health & Safety Measures		On Skill Upgradation			
			No. (B)	% (B/A)	No. (C)	% (C/A)		

		Employees (Permanent)				
	<b>Male</b>	402	312	78%	0	0%
	<b>Female</b>	41	32	78%	0	0%
	<b>Total</b>	443	344	78%	0	0%
		Workers (Permanent)				
	<b>Male</b>	205	161	79%	0	0%
	<b>Female</b>	11	10	91%	0	0%
	<b>Total</b>	216	171	79%	0	0%
9	<b>Details of performance and career development reviews of employees and worker:</b>					
	<b>Category</b>	FY 24-25			FY 23-24	
		Total (A)	No. (B)	% (B/A)	Total (A)	No. (B) % (B/A)
		Employees			Employees	
	<b>Male</b>	439	439	100%	205	205 100%
	<b>Female</b>	44	44	100%	11	11 100%
	<b>Total</b>	483	483	100%	216	216 100%
10	<b>Health and safety management system:</b>					
10(a)	<b>Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</b>					
	Yes, we have an Occupational health, safety and Environment (OHS&E) Policy and the system covers major facilities and workforce.					
10(b)	<b>What are the processes used to identify work-related hazards and assess risks on a routine and nonroutine basis by the entity?</b>					
	The Company has Environment, Health and Safety Policy. The health and safety guidelines are applicable to all operating locations of the Company and lay down required parameters to be followed at all locations. Some of the key processes for identifying work-related hazards and assessing risks on a routine and non-routine basis are given below: Chemical Risk Assessment is used for identifying health hazards during handling of chemicals; Fire Risk Assessment is done for handling fire related risks; and Hazard Identification and Risk Assessment (HIRA) is used for routine and non-routine activities					
10(c)	<b>Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</b>					
	Yes, all workers at plants can report work related hazards through an internal portal. All the work hazards reported are monitored and actioned upon at the plant. A process of 'stoppage of work due to unsafe act and unsafe condition' to safeguard employees' interest is in place to report or remove themselves from situations they believe could cause injury. At non-manufacturing locations, the workers approach the location head to report any work-related hazards and to remove themselves from such risks.					
10(d)	<b>Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>					
	Yes the employees/workers of the entity have access to non-occupational medical and healthcare services.					
11	<b>Details of safety related incidents, in the following format:</b>					
	<b>Safety Incident/ Number</b>	<b>Category</b>		<b>FY 24-25</b>	<b>FY 23-24</b>	
	<b>Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)</b>	Employees		0	0	
		Workers		0	0	
	<b>Total recordable work-related injuries</b>	Employees		0	0	
		Workers		0	0	
	<b>No. of fatalities</b>	Employees		0	0	
		Workers		0	0	
	<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees		0	0	
		Workers		0	0	
12	<b>Describe the measures taken by the entity to ensure a safe and healthy work place.</b>					
	In line with the Company's Environment, Health and Safety Policy, there are various measures taken to ensure access to a safe and healthy work-place to all employees and workers. The Company invests in technologies and processes to avoid and minimise the manual interfaces with machines. The Company ensures that all statutorily required norms are complied.					
	The Company endeavours to design any new facility by using latest technology and include all possible safety measure such that there is near zero risk to human health.					

13	<b>Number of Complaints on the following made by employees and workers:</b>						
		FY 24-25			FY 23-24		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
	Working Conditions	0	0	-	0	0	-
	Health & Safety	0	0	-	0	0	-
14	<b>Assessment for the year:</b>						
		%of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Working Conditions	0%					
	Health & Safety	0%					
15	<b>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 &amp; safety practices and working conditions.</b>						
	NIL						
<b>LEADERSHIP INDICATORS</b>							
1	<b>Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) – Yes (B) Workers (Y/N) – Yes</b>						
	<b>Employees' Group Insurance Policy (EGI):</b> In the unfortunate event of the demise of a permanent employee and workers, the family (Nominee) of the deceased employee/worker will be supported financially by the policy. The EGI policy proposes an assured financial assistance as 'sum assured' which becomes applicable in the event of an unfortunate death of the employee/worker whilst in service and is payable to the grantees of the benefit of the Beneficiary of the employee/worker.						
2	<b>Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.</b>						
	The Company has a practice of informing the vendors about the statutory changes affecting their responsibilities in respect of deduction/ withholding of tax at source in respect of their transactions with the Company.						
3	<b>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:</b>						
		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	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 24-25			FY 23-24		
	Employees	0	0	0	0		
	Workers	0	0	0	0		
4	<b>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)</b>						
	The Company does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment						
5	<b>Details on assessment of value chain partners on Working Conditions and Health &amp; Safety</b>						
	The Company has in place a Code of Conduct for Business Partners. Accordingly, business partners are expected to provide a safe and healthy workplace for their employees and contractors. Business Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities						
6	<b>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.</b>						
	Not Applicable						

**PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders**

<b>ESSENTIAL INDICATORS</b>					
1	<b>Describe the processes for identifying key stakeholder groups of the entity.</b>				
	Company engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders identified in consultation with the company's management are: customers, employees, shareholders, academic institutions, staffing firms, other suppliers, technology partners and collaborators, industry bodies, governments, NGOs, local communities, regulators and society at large.				
2	<b>List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.</b>				
Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication	Frequency of engagement	Purpose and scope of Engagement including key topics and concerns raised during such engagement	
Suppliers	No	<ul style="list-style-type: none"> <li>• Emails • Meetings • Supplier Portal • Supplier Audits</li> <li>• Vendor Development Programmes • Vendor Performance/Rating • Multi stakeholder Platforms (Conferences, Knowledge Sharing Conclaves) • Joint Value Creation Programme for cost competitiveness</li> </ul>	Quarterly	Supply chain Integration, latest market innovation, Cost Reduction, Social and relationship capital development	
Business Partner	No	<ul style="list-style-type: none"> <li>• Emails • Board Meetings • Company Functions • Audits and Review Meets • Multi-Stakeholder Platforms (Conferences, Knowledge sharing Conclaves)</li> </ul>	Quarterly	Critical Disclosures, Growth Status, Strategy, Market Gaps, Technology Assistance	
Shareholder & Investors	No	<ul style="list-style-type: none"> <li>• Board Meetings • Investor / Analyst Meets • Annual Report</li> <li>• Media Updates and Press Releases • Website</li> </ul>	Quarterly	Financial Disclosures, Business growth plan, Market challenges and coping strategy	
Customers	No	<ul style="list-style-type: none"> <li>• Emails • Meetings • Customer Satisfaction Survey • Multi-Stakeholder Platforms (Conferences, Knowledge sharing Conclaves)</li> </ul>	Regular	New innovations, Grievance Redressal, Changing Customer Preferences	
Employees	No	<ul style="list-style-type: none"> <li>• Review Meetings • Emails</li> <li>• Appraisals • Employee Engagement Surveys • Work Line Portal, Training Programmes, Idea Management • • Advanced Business Skills Modules • Great Place to Work Survey</li> </ul>	Regular	Employee Well-being, Improving productivity & morale	
Community	Yes	<ul style="list-style-type: none"> <li>• Community Welfare Programmes</li> <li>• Community visits / meeting • Local authority and town council meetings</li> </ul>	Quarterly	CSR, Grievances Redressal, Social and relationship capital development	
<b>LEADERSHIP INDICATORS</b>					
1	<b>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.</b>				
	The Company consults stakeholders on material topics. Stakeholder interactions result in the identification of a broad funnel of issues important to each of the constituencies. The Company's Management & Board uses discussions with internal and external stakeholders, as well as its own judgment, to prioritize and arrive at a list of material topics with significant economic, environmental, or social impacts on Company's business, reputation, and operations. The Company management shares feedback with the Board on these issues.				
2	<b>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</b>				
	Yes, Company's strategy to support the identification and management of environmental, and social topics uses inputs gathered during stakeholder consultations.				

3	<b>Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</b>
	The Company identifies the need of communities including vulnerable and marginalised groups and accordingly works on various programs through Corporate Social Responsibility initiatives. The initiatives undertaken by the Company under the thrust areas of Corporate Social Responsibility initiatives are undertaken after assessing the need of the communities including the vulnerable/marginalised stakeholder groups and other members of the community.

**PRINCIPLE 5 Businesses should respect and promote human rights**

ESSENTIAL INDICATORS														
1	<b>Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:</b>													
	<b>Category</b>	<b>FY 24-25</b>				<b>FY 23-24</b>								
		<b>Total (A)</b>		<b>No. of employees/ workers covered (B)</b>		<b>% (B/A)</b>		<b>Total (C)</b>		<b>No. of employees/ workers covered (D)</b>		<b>% (D/C)</b>		
	Permanent Employees	409		409		100%		344		300		87%		
	Permanent Workers	219		219		100%		171		171		100%		
2	<b>Details of minimum wages paid to employees and workers, in the following format:</b>													
	<b>Category</b>	<b>FY 24-25</b>					<b>FY 23-24</b>							
		<b>Total (A)</b>		<b>Equal to minimum wage</b>		<b>More than minimum wage</b>		<b>Total (D)</b>		<b>Equal to minimum Wage</b>		<b>More than minimum wage</b>		
			<b>No. (B)</b>	<b>% (B/A)</b>		<b>No. (C)</b>	<b>% (C/A)</b>			<b>No. (E)</b>	<b>% (E/D)</b>		<b>No. (F)</b>	<b>% (F/D)</b>
		<b>Employees</b>					<b>Employees</b>							
	<b>Permanent</b>	409	0	0	409	100%	344	294	85%	344	100%			
	<b>Male</b>	370	0	0	370	100%	312	285	91%	312	100%			
	<b>Female</b>	39	0	0	39	100%	32	14	44%	32	100%			
	<b>Other than permanent</b>	74	0	0	74	100%	99	85	86%	99	100%			
	<b>Male</b>	69	0	0	69	100%	90	74	82%	90	100%			
	<b>Female</b>	5	0	0	5	100%	9	5	56%	9	100%			
		<b>Workers</b>					<b>Workers</b>							
	<b>Permanent</b>	219	0	0	219	100%	171	171	100%	171	100%			
	<b>Male</b>	210	0	0	210	100%	160	160	100%	160	100%			
	<b>Female</b>	9	0	0	9	100%	11	11	100%	11	100%			
	<b>Other than permanent</b>	56	0	0	56	100%	45	45	100%	45	100%			
	<b>Male</b>	53	0	0	53	100%	44	44	100%	44	100%			
	<b>Female</b>	3	0	0	3	100%	1	1	100%	1	100%			
3	<b>Details of remuneration/salary/wages, in the following format:</b>													
	<b>Benefits</b>	<b>Male</b>		<b>Female</b>										
		<b>Median remuneration/salary/ wages of respective category</b>		<b>Number</b>		<b>Median remuneration/salary/ wages of respective category</b>		<b>Number</b>		<b>Median remuneration/salary/ wages of respective category</b>				
	Board of Directors (BoD)	1865875		7		0		1		0				
	Key Managerial Personnel	1937578		3		269613		1		269613				
	Employees other than BoD & KMP	23346520		440		2297046		45		2297046				
	Workers	4583087		263		171548		12		171548				

4	<b>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)</b>						
	Yes, Respective HR Partners are responsible for addressing human rights and concerns raised by the employees or workers. They play a crucial role in ensuring that human rights are respected in the workplace and that employees' or workers concerns are addressed. They are responsible for maintaining a safe and healthy work environment, promoting diversity and inclusion, and ensuring that employees are treated fairly and with dignity and respect.						
5	<b>Describe the internal mechanisms in place to redress grievances related to human rights issues.</b>						
	Whenever employees or workers raise concern related to human rights, such as discrimination, harassment, or other violations of their rights, HR Partners takes these concerns seriously and investigate them promptly and thoroughly. They also provide support and resources to employees who are in need of assistance.						
6	<b>Number of Complaints on the following made by employees and workers:</b>						
		FY 24-25			FY 23-24		
		Filed during the year	Pending resolution- on at the end of the year	Remarks	Filed during the year	Pending resolution- on at the end of the year	Remarks
	Sexual Harassment	0	0	-	0	0	-
	Discrimination at Workplace	0	0	-	0	0	-
	Child Labor	0	0	-	0	0	-
	Forced Labour/ Involuntary Labour	0	0	-	0	0	-
	Wages	0	0	-	0	0	-
	Other human rights related issues	0	0	-	0	0	-
7	<b>Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.</b>						
	The Company believes in the principle of natural justice and ensures full confidentiality of complainant is maintained during and after resolution of complaint. Such complaints are usually handled by senior members in the organisation. These members are trained on aspects like how such complaints must be handled, the rights of complainants, and manner of dealing with complaints and respondents, sensitivity and judgement to be applied on such matters.						
8	<b>Do human rights requirements form part of your business agreements and contracts? (Yes/No)</b>						
	Yes, all critical human rights requirements are part of business agreements, purchase orders and contracts with suppliers. Further the Code of Conduct for Business Partners is applicable to all the suppliers and service providers according to which suppliers are expected to respect human rights and avoid causing/contributing to human rights infringements through their business actions.						
9	<b>Assessment for the year:</b>						
		<b>%of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>					
	Child Labour	0%					
	Forced/ Involuntary Labour						
	Sexual Harassment						
	Discrimination at Workplace						
	Wages						
	Others - Please specify						
10	<b>Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 9 above</b>						
	Not Applicable						
<b>LEADERSHIP INDICATORS</b>							
1	<b>Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.</b>						
	No process introduced or modified as no observations reported						
2	<b>Details of the scope and coverage of any Human rights due-diligence conducted.</b>						
	The Company is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified; for example, issues relating to human trafficking, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination. The Company works towards providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness, creating a harassment-free, safe environment and respecting fundamental rights. As an equal opportunity employer, no discrimination is tolerated on any aspect						
3	<b>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?</b>						

	Currently as an organisation, we are working on absorption and provisions for differently abled friendly and accessible work place and premises as per the requirements of the Rights of Persons with Disabilities Act, 2016.														
4	<b>Details on assessment of value chain partners on Child Labour, Forced/ Involuntary Labour, Sexual Harassment, Discrimination at Workplace, Wages.</b>														
	<table border="1"> <thead> <tr> <th></th> <th>% of Value chain partners (by value of business done with such parameters) that were assessed</th> </tr> </thead> <tbody> <tr> <td>Sexual Harassment</td> <td>0%</td> </tr> <tr> <td>Discrimination at workplace</td> <td>0%</td> </tr> <tr> <td>Child Labour</td> <td>0%</td> </tr> <tr> <td>Forced Labour/Involuntary Labour</td> <td>0%</td> </tr> <tr> <td>Wages</td> <td>0%</td> </tr> <tr> <td>Others – please specify</td> <td>0%</td> </tr> </tbody> </table>		% of Value chain partners (by value of business done with such parameters) that were assessed	Sexual Harassment	0%	Discrimination at workplace	0%	Child Labour	0%	Forced Labour/Involuntary Labour	0%	Wages	0%	Others – please specify	0%
	% of Value chain partners (by value of business done with such parameters) that were assessed														
Sexual Harassment	0%														
Discrimination at workplace	0%														
Child Labour	0%														
Forced Labour/Involuntary Labour	0%														
Wages	0%														
Others – please specify	0%														
5	<b>Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.</b>														
	Not Applicable														

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

ESSENTIAL INDICATORS			
1	<b>Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:</b>		
	<b>Parameter - in KWH</b>	<b>FY 24-25</b>	<b>FY 23-24</b>
	Total electricity consumption (A) – (KWH)	607383	481813
	Total fuel consumption (B) (Diesel in LTR)	17963	15000
	Energy consumption through other sources (C)	27360	29117.5
	Total energy consumption (A+B+C)	652436	525930.5
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
	Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
	<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) – Not Applicable</b>		
2	<b>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</b>		
	Not Applicable		
3	<b>Provide details of the following disclosures related to water, in the following format:</b>		
	<b>Parameter</b>	<b>FY 24-25</b>	<b>FY 23-24</b>
	<b>Water Withdrawal by sources (in kilolitres)</b>		
	(i) Surface water	NA	NA
	(ii) Groundwater	1400	1050
	(iii) Third party water	200	175
	(iv) Seawater / desalinated water		-
	(v) Others		-
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1600	1050
	Total volume of water consumption (in kilolitres)	1856	1225
	Water intensity per rupee of turnover (Water consumed/ turnover)	3.93	3.93
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	<b>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. – Not Applicable</b>		
4	<b>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</b>		
	Our all-manufacturing plants are Zero Liquid Discharge facilities. Recognising the importance of water as a resource, we undertake several initiatives to optimise the consumption and reduce resultant wastewater generation through our reuse or recycle schemes. Such wastewater is further recovered and used back in process.		
5	<b>Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:</b>		
	<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 24-25</b>
			<b>FY 23-24</b>

	Nox	µg/m <sup>3</sup>	15	15
	Sox	µg/m <sup>3</sup>	12	12
	Particulate Matter (PM)	PM 10 PM	24 48	24 48
	Persistent Organic Pollutants (POP)	-	-	-
	Volatlie Organic Compounds (VOC) ppm -	-	-	-
	Hazardous air Pollutants (HAP)	-	-	-
	Others - please specify	-	-	-
	<b>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. – Not Applicable</b>			
6	<b>Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity, in the following format:</b>			
	<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 24-25</b>	<b>FY 23-24</b>
	<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
	<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
	<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		NA	NA
	<b>Total Scope 1 and Scope 2 emission intensity (optional)– MTCO<sub>2</sub>e/KL of FG</b>	MTCO <sub>2</sub> e/KL of FG	NA	NA
	The above emissions are on standalone basis 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. – Not Applicable			
7	<b>Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.</b>			
	Not Applicable			
8	<b>Provide details related to waste management by the entity, in the following format:</b>			
	<b>Total Waste generated (in metric tonnes)</b>			
	Plastic waste (A)		4.5	2.5
	E-waste (B)		0.05	0.02
	Bio-medical waste (C)		0	0
	Construction and demolition waste (D)		0	0
	Battery Waste (E)		0.03	0.02
	Radioactive waste (F)		0	0
	Other Hazardous waste. Please specify, if any. (G)		6.4	5.5
	ETP sludge		0	0
	Waste Oil(ETP), Spent/Lube Oil 1 6		0	40
	Solvent Recovery Residue		0	0
	Dirty Resin		0	0.095
	Mixed Paint		3.00	0.185
	Contaminated cotton waste		2.5	1.285
	Filter Cartridge		0	0
	Barrels, Tins Drums		360	190.5
	Other Non-hazardous waste generated (H). Please specify, if any		1.8	1.60
	Powder Waste (Damaged Powder, powder coating fines chips and harden lumps)		0	1.25

	Metal Scrap (MS, Tin, Sand Iron Scrap; Aluminium Sheet, other metal scrap)	2.7	1.60
	Wooden Scrap	2.9	2.60
	Paper Waste	1.5	1.60
	Carton Waste (Scrap & Empty Carton)	2.4	2.35
	Food Waste	0	0
	Non-Commercial Value Scrap (Garbage Etc.)	0	0
	Boilerash	0	0
	Mix Garbage	0	0
	MEE Salt	0	0
	<b>Total (A + B + C + D + E + F + G + H)</b>	<b>387.78</b>	<b>8.15</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
	<b>Category of waste</b>		
	(i) Recycled	----	----
	(ii) Re-used	----	----
	(iii) Other recovery operations	----	----
	<b>Total</b>	----	----
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
	<b>Category of waste</b>	----	----
	(i) Incineration	----	----
	(ii) Landfilling	----	----
	(iii) Other disposal operations	----	----
	<b>Total</b>	----	----
<b>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 – Not Applicable</b>			
9	<b>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</b>		
	Waste generation is an inevitable part of manufacturing process, thus the Company takes efforts to create value from waste. With an aim to divert a significant quantum of waste from going to landfills, systems and procedures are adopted that help in repurpose used material and reintroduce excess material into production process. The Company follows the strategy of Reduce, Reuse and Recycle for waste management and follows legally prescribed procedures, apply environmentally sound disposal techniques for disposing of hazardous waste and the non-hazardous waste is sent to authorised recyclers.		
10	<b>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:</b>		
	<b>Location of operations/ offices</b>	<b>Type of operations</b>	<b>Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.</b>
	None of our operations/ offices are located in/ around ecologically sensitive areas	-	Not Applicable
11	<b>Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:</b>		

	Not Applicable		
12	<b>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:</b>		
	Yes, we have ensured 100% compliances with all the statutory requirements. During the reporting period, no fines were levied by government or regulatory authorities. (FY 24-25)		
<b>LEADERSHIP INDICATORS</b>			
1	<b>Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:</b>		
	Parameter - in Gigajoules (GJ)	<b>FY 24-25</b>	<b>FY 23-24</b>
	From renewable sources		
	Total electricity consumption (A)	-	-
	Total fuel consumption (B)	-	-
	Energy consumption through other Sources (C)	-	-
	<b>Total energy consumed from renewable sources (A + B + C)</b>	-	-
	Total electricity consumption (D)	-	-
	Total fuel consumptions (E)	-	-
	Energy consumption through other Sources (F)	-	-
	<b>Total energy consumed from non-renewable sources (D + E + F)</b>	-	-
	<b>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 – Not Applicable</b>		
2	<b>Provide the following details related to water discharged:</b>		
	Parameter	<b>FY 24-25</b>	<b>FY 23-24</b>
	<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
	(i) To Surface water	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	(ii) To Groundwater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	(iii) To Seawater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	(iii) To Seawater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	(v) Others	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	<b>Total water discharged (in kilolitres)</b>	-	-
	<b>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 – Not Applicable</b>		
3	<b>Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):</b>		

For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area - NA (ii) Nature of operations - NA (iii) Water withdrawal, consumption and discharge in the following format:			
<b>Parameter</b>		<b>FY 24-25</b>	<b>FY 23-24</b>
<b>Water Withdrawal by sources (in kilolitres)</b>			
(i) Surface water		-	-
(ii) Ground water		-	-
(iii) Third party water		-	-
(iv) Seawater / desalinated water		-	-
(v) Others		-	-
<b>Total volume of water withdrawal (in kilolitres)</b>		-	-
<b>Total volume of water consumption (in kilolitres)</b>		-	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		-	-
<b>Water intensity (optional) – Total fresh water consumption/Production of FG (KL/ KL of FG)</b>		-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Into Surface water		-	-
- No treatment		-	-
- With treatment – please specify level of treatment		-	-
(ii) Into Groundwater		-	-
- No treatment		-	-
- With treatment – please specify level of treatment		-	-
(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		-	-
- No treatment		-	-
<b>Total water discharged (in kilolitres)</b>		-	-
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 – Not Applicable			
4	<b>Please provide details of total Scope 3 emissions &amp; its intensity, in the following format:</b>		
<b>Parameter</b>	<b>Please specify unit</b>	<b>FY 24-25</b>	<b>FY 23-24</b>

	<b>Total Scope 3 emissions</b>  (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	-	-
	<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
	<b>Total Scope 3 emission intensity</b>  (optional)– the relevant metric may be selected by the entity	-	-	-
	The above emissions figures also includes Scope 3 emissions from OPCs. <b>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</b> – Not Applicable			
5	<b>With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct &amp; indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.</b>			
	Not applicable, since None of our operations/offices are located in/around ecologically sensitive areas			
6	<b>If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:</b>			
	<b>S. No.</b>	<b>Initiative undertaken</b>	<b>Outcome of the initiative</b>	
	1	Improvise automation in plant	Reduction in energy consumption	
	2	Advanced Grinding machines	Reduction in cycle time	
	3	Advanced Safety Systems	Reduction in incidents & accidents	
7	<b>Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.</b>			
	The Company has a standardised disaster management and business continuity plan in place which ensures resilient business operations and utmost safety of employees and the Company's assets. The business continuity plans are integrated in our Enterprise Risk Management program and guide our response to disruptions to our operations. This covers various scenarios as a part of risk management processes and provides for risk mitigation and management in case of uncertainties.			
8	<b>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.</b>			
	We have not currently monitored the impacts to the environment arising from the value chain of the entity.			
9	<b>Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.</b>			
	Not Applicable			

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

<b>ESSENTIAL INDICATORS</b>			
1(a)	<b>Number of affiliations with trade and industry chambers/ associations</b>		
	Company engages with the public and regulatory bodies in a responsible manner. It participates in the same on a need basis. Company is a member of the following mentioned 8 trade associations		
1(b)	<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</b>		
	<b>S . No.</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers/ associations (State/National)</b>
	1	The Indian Paint Association	National
	2	Federation of Indian Export Organisations (FIEO)	National
	3	Indo Italian Chamber of Commerce and Industry	National
	5	Indian Chemical Council	National
2	<b>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.</b>		
	<b>FY 24-25</b>		
	<b>Name of Authority</b>	<b>Brief of Case</b>	<b>Corrective Action Taken</b>
	-	No case related to anti-competitive conduct by the entity reported in FY 24-25	-
<b>LEADERSHIP INDICATORS</b>			
1	<b>Details of public policy positions advocated by the entity:</b>		
	<p>Your Company participates in various programmes of the Industry/Trade associations for development of balanced regulations by engaging with the regulatory bodies in a responsible manner. The Company has advocated the following public policies:</p> <ul style="list-style-type: none"> <li>- Plastic Waste Management through Extended Producer Responsibility;</li> <li>- Changes in Legal Metrology (Packaged Commodities) Rules, 2011.</li> </ul> <p>This information is not available in public domain as these representations have been through Industry Associations.</p>		

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

ESSENTIAL INDICATORS			
1	<b>Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.</b>		
	Not Applicable		
2	<b>Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity, in the following format:</b>		
	Not Applicable		
3	<b>Describe the mechanisms to receive and redress grievances of the community.</b>		
	The Company works closely with the community in the identified areas of contribution in the thrust areas for carrying out the Corporate Social Responsibility initiatives. Within the area of work, the employees of the Company work with the communities to understand the impact of the projects on the intended beneficiaries. These interactions provide the people with ample opportunities to gauge and address community concerns. Based on these interactions, we have not encountered any specific grievances from the community at present.		
4	<b>Percentage of input material (inputs to total inputs by value) sourced from suppliers:</b>		
		<b>FY 24-25</b>	<b>FY 23-24</b>
	Directly sourced from MSMEs/ small producers	43%	38%
	Sourced directly from within the district and neighbouring districts	Majority of PM is sourced from neighbouring districts within 10km range from plant	
	The Company gives priority to suppliers in local community for sourcing of input material, barring specialty chemicals which are procured from buyers who may not be available in local vicinity.		
5	<b>Age wise debtors outstanding as per books and what steps taken for recovery of long pending debtors and likely instances of debtors turning bad, if any.</b>		
	<p><b>Steps taken for debt recovery</b></p> <p><b>Dedicated Credit Control Department:</b> we have formed a dedicated department who expertise in handling difficult debtors and may have more success in recovering the debt.</p> <p><b>Due Diligence:</b> CC team makes sure to collect all the required documents for KYC and follows the strict process of account opening, CD/CL assigning.</p> <p><b>Maintain Accurate Records:</b> Ensuring accurate records of all outstanding debts, including the amount owed, due dates, payment history, and any communication with the debtor.</p> <p><b>Communication:</b> Initiating communication with the debtor early on. Sending reminders via letters, emails, or phone calls, politely requesting payment and providing necessary details of the debt. We have recovered a huge some by constant reminding the dealers.</p> <p><b>Payment Plans:</b> Some debtor were facing financial difficulties, consider negotiating a payment plan that allowed them to repay the debt in smaller, manageable installments over an extended period.</p> <p><b>Offer Incentives:</b> To encourage prompt payment, offer discounts or incentives for early settlement of the debt.</p> <p><b>Legal Action:</b> As a last resort, legal actions have been taken after consulting with a lawyer experienced in debt recovery.</p> <p><b>Likely instances of debtors turning bad</b></p> <p><b>Financial Difficulties:</b> sometimes debtors faces financial difficulties due to poor market conditions or some internal reasons.</p> <p><b>Lack of Communication:</b> Ignoring reminders and avoiding communication.</p> <p><b>Disputes or Service Issues:</b> Unresolved disputes or issues with the product or some sales person can lead to delayed or withheld payments.</p> <p><b>Fraudulent Intent:</b> In some cases, debtors may intentionally default on their obligations, committing fraud.</p>		

Particulars	<30 Days	30-60 Days	60-180 Days	>180 Days	Total Amount
Sundry Debtors-as on 31.03.2025	48,81,76,673.00	18,94,59,989.00	16,28,38,710.00	10,19,73,875.00	94,24,49,247.00
<b>6.</b>	<b>Job creation in smaller towns</b>				
	<b>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</b>				
	<b>Location</b>			<b>FY 2024-25</b>	<b>FY 2023-24</b>
	Rural			15%	19%
	Semi-urban			0	0%
	Urban			50%	31%
	Metropolitan			35%	50%
<b>LEADERSHIP INDICATORS</b>					
1	<b>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 public policy positions advocated by the entity:</b>				
	Not Applicable				
2	<b>Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:</b>				
	<b>S. No.</b>	<b>State</b>	<b>Aspirational District</b>		
	1	Delhi	West Delhi		
	2	Himachal Pradesh	SIRMAUR		
3(a)	<b>Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)</b>				
	Currently, there is no preferential procurement policy in place. However, company does not discriminate against any groups for sourcing we use a variety of variables like Quality, service, technical competence and price to decide the vendors.				
3(b)	<b>From which marginalised /vulnerable groups do you procure?</b>				
	Not Applicable				
3(c)	<b>What percentage of total procurement (by value) does it constitute?</b>				
	Not Applicable				
4	<b>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:</b>				
	<b>S. No.</b>	<b>Intellectual Property based on traditional knowledge</b>	<b>Owned/ Aquired (Yes/No)</b>	<b>Benefit Shared (Yes/No)</b>	<b>Basis of calculating benefit share</b>
	Not Applicable				
5	<b>Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.</b>				
	Not Applicable				
6	<b>Details of beneficiaries of CSR Projects:</b>				
	The Annual Report on CSR activities undertaken by the Company during the financial year ended 31st March, 2025 is given in Annexure 1 to the Boards Report which forms part of this Annual Report.				

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

ESSENTIAL INDICATORS							
1	<b>Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>						
	The Company treats customer complaints with utmost importance and believes that it needs to be agile, transparent, and solution-oriented to resolve them efficiently and satisfactorily. The Company ensures to keep the customer informed throughout the entire process of complaint resolution and focus on resolving retail customer complaints within five working days, which includes calling the customer within four hours, connecting with the customer within two days, and providing the final resolution to the customer. These timelines are relevant to our décor category's customer/applicator/trade expectations. The Company also maintains multiple points of communication with the customer, that is through SMS/Email/WhatsApp, to keep the customer informed of all actions taken on the complaint.						
2	<b>Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:</b>						
		<b>As a %age of total turnover</b>					
	Environmental and Social parameters relevant to the product	All of our Products					
	Safe and responsible usage	All of our Products					
	Recycling and/or safe disposal	All of our Products					
3	<b>Number of consumer complaints in respect of the following:</b>						
		<b>FY 24-25</b>			<b>FY 23-24</b>		
		<b>Received during the year</b>		<b>Remarks</b>	<b>Received during the year</b>	<b>Pending Resolution at end of year</b>	<b>Remarks</b>
	Data Privacy	Nil	-		Nil	-	
	Advertising	Nil	-		Nil	-	
	Cyber-Security	Nil	-		Nil	-	
	Delivery of essential Services	Nil	-		Nil	-	
	Restrictive Trade Practices	Nil	-		Nil	-	
	Unfair Trade Practices	Nil	-		Nil	-	
	Other	NIL	-		212	33	Product complaints relating products, packaging, technical attributes and colour
4	<b>Details of instances of product recalls on account of safety issues:</b>						
		<b>Number</b>			<b>Reason for Recall</b>		

	Voluntary Recalls	NIL	-
	Forced Recalls	NIL	-
5	<b>Does the entity have a framework/ policy on cyber security &amp; risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.</b>		
	<p>Our Company has a comprehensive framework in place to manage cyber security and data privacy in alignment with Group policies. Cyber security and data privacy are identified as risks in our Risk Management framework. We are committed to protecting the personal data of our consumers, employees, and business partners, adhering to global standards on data privacy. Regular awareness and training sessions are conducted for our employees to ensure compliance with these standards.</p> <p>Refer Section on Risks and Opportunities for more details.</p>		
6	<b>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.</b>		
	<p>No issues have been reported during the year regarding advertising and delivery of essential services, cyber security, and data privacy of customers. There have been no instances of product recalls or penalties/actions taken by regulatory authorities concerning the safety of products/services that would require corrective actions.</p>		
<b>LEADERSHIP INDICATORS</b>			
1	<b>Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</b>		
	<p>The platforms used for the information are the Company's website, Annual Report, social media platforms and media advertisement/publications. Information relating to all the products and services provided by the Company are available on the Company's website at <a href="https://www.sircapaints.com/">https://www.sircapaints.com/</a></p>		
2	<b>Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</b>		
	<p>Safety applications and procedures are clearly stated on our livery and websites. Additionally, we conducted awareness campaigns for painters and contractors throughout the year to ensure their understanding and adherence to safety protocols. Moreover, few of these information such as description, performance features &amp; benefits, application &amp; safe usage instructions are also provided on the product packaging to inform and educate consumers about safe and responsible usage of products or services.</p>		
3	<b>Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</b>		
	<p>There was no risk of disruption/discontinuation of essential services and hence no requirement of informing consumers on actions required in such an eventuality.</p>		
4	<b>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)</b>		
	<p>The entity complies with the local laws by displaying mandated information on product labels. In addition to the required declarations, additional information related to the products and their usage is provided on the labels.</p>		
5	<b>Provide the following information relating to data breaches:</b>		
	<p><b>5 (a) Number of instances of data breaches along-with impact</b></p> <p>Zero (0), no instances of data breaches reported in FY 24-25</p> <p><b>5 (b) Percentage of data breaches involving personally identifiable information of Customer</b></p> <p>Nil</p>		