Ref.: AW/COMP/SE/2026-27/33 **Date: July 29, 2026**

To,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400001

Scrip Code: 543254

To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Plot No.C-1,
Block G, Bandra-Kurla Complex,
Bandra (E), Mumbai 400051

Symbol: AWHCL

Dear Madam/ Sir,

Sub. : Business Responsibility and Sustainability Reporting 2026
Ref. : Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations")

Pursuant to Regulation 34(2)(f) of SEBI Listing Regulations, please find attached Business Responsibility and Sustainability Reporting ("BRSR") of Antony Waste Handling Cell Limited ("the Company") for the year 2025-26.

The BRSR is also available on the website of the Company at https://www.antony-waste.com/investors/annual-reports/.

This is for your information and records please.

Thanking you,

Yours faithfully,
For and on behalf of
ANTONY WASTE HANDLING CELL LIMITED

HARSHADA PRADEEP RANE
Digitally signed by HARSHADA PRADEEP RANE
Date: 2026.07.29 22:58:23 +05'30'

HARSHADA RANE
COMPANY SECRETARY & COMPLIANCE OFFICER
A34268

Enc. a/a

Business Responsibility & Sustainability Reporting

SECTION A:

GENERAL DISCLOSURES

I. Details of the Company:

1.	Corporate Identity Number (CIN)	L90001MH2001PLC130485
2.	Name of the Company	Antony Waste Handling Cell Limited ("AWHCL")
3.	Year of Incorporation	2001
4.	Registered Office Address	A-59, Road No. 10, Wagle Industrial Estate, Thane (West) – 400604, Maharashtra, India
5.	Corporate Office Address	
6.	E-mail	Investor.relations@antonywaste.in
7.	Telephone	022 – 3544 9555
8.	Website	www.antony-waste.com
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 14,19,10,500
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Shiju Antony Kallarakal Designation: Director & Chief Sustainability Officer Contact: 022 – 3544 9555 Email ID: info@antonywaste.in
13.	Reporting boundary	Consolidated basis unless otherwise specified
14.	Name of Assessment or Assurance Provider	Not Applicable
15.	Type of Assessment of Assurance Obtained	Not Applicable

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Water supply sewerage and waste management and remediation activities	Waste collection, treatment and disposal activities, materials recovery and other waste management services	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Collection of non-hazardous waste (C&T and Sweeping Projects)	38110	64%
2	Treatment and disposal of non-hazardous waste (Processing Projects)	38210	30%

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	5	41	46
International	-	-	-

Note: *Offices include sites.*

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (Number of States)	4
International (No. of Countries)	Not Applicable

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

Nil, as the Company does not export its products or services.

c. A brief on types of customers:

At AWHCL, we partner with ULBs, municipal corporations, government institutions and private sector organisations to deliver end-to-end waste management solutions that address the evolving needs of rapidly urbanising communities. Our services encompass waste collection, transportation, processing, treatment, resource recovery and waste-to-energy generation, enabling customers to manage waste responsibly while supporting environmental sustainability.

Through collaborative partnerships and innovative waste management practices, we help customers improve operational efficiency, strengthen regulatory compliance and advance circular economy outcomes. By transforming waste into valuable resources and energy, AWHCL not only supports customer objectives but also contributes to cleaner cities, enhanced public health and sustainable urban development.

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)	1,090	1,038	95%	52	5%
2.	Other than Permanent (E)	7	5	71%	2	29%
3.	**Total Employees (D + E)**	**1,097**	**1,043**	**95%**	**54**	**5%**
		Workers				
4.	Permanent (F)	9,226	8,956	97%	270	3%
5.	Other than Permanent (G)	537	530	99%	7	1%
6.	**Total Workers (F + G)**	**9,763**	**9,486**	**97%**	**277**	**3%**

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)	3	3	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently-abled Employees (D + E)**	**3**	**3**	**100%**	**-**	**-**
		Differently-abled Workers				
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	1	1	100%	-	-
6.	**Total Workers (F + G)**	**1**	**1**	**100%**	**-**	**-**

21. Participation/Inclusion/Representation of women:

At AWHCL, diversity, equity, and inclusion remain integral to our people strategy, embedded across hiring, leadership development, capability-building, and engagement practices. We view inclusive leadership as a key driver of sustainable growth and organisational resilience. With a long-term perspective, the Company continues to identify and advance opportunities to strengthen gender diversity and broaden inclusive representation across all levels of the organisation.

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel ("KMP")	3	1	33%

Notes:

1. *The composition pertains only to Antony Waste Handling Cell Limited as a standalone entity.*
2. *The KMP as designated under Section 203 of the Act includes CMD, GCFO and CS.*

22. Turnover rate for permanent employees and workers:

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.23%	28.04%	12.03%	23.64%	7.69%	22.98%	11.85%	25.00%	12.36%
Permanent Workers	8.15%	1.23%	7.97%	7.91%	1.45%	7.77 %	6.21%	3.26%	6.11%

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.	AL Waste Bio Remediation LLP	Subsidiary	86.23%	Yes
2.	Antony Lara Enviro Solutions Private Limited	Subsidiary	73.00%	Yes
3.	Antony Lara Renewable Energy Private Limited	Subsidiary	86.23%	Yes
4.	Antony Recycling Private Limited	WOS	100.00%	Yes
5.	Varanasi Waste Solutions Private Limited	Subsidiary	98.00%	Yes
6.	Kadapa Renew Energy Private Limited	Subsidiary	73.00%	Yes
7.	Kurnool Renew Energy Private Limited	Subsidiary	73.00%	Yes
8.	Mumbai Eco Solutions Private Limited	Subsidiary	51.00%	Yes
9.	Mazaya Waste Management LLC	Associate	49.00%	No

VI. CSR Details

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

(ii) Turnover: ₹ 35.17 Crore

(iii) Net worth: ₹ 217.83 Crore

Note: *The data provided herein pertains solely to Antony Waste Handling Cell Limited as a Standalone entity, as of March 31, 2025, and is intended exclusively for determining eligibility under the CSR criteria.*

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 redressal policy)	FY 2025-26			FY 2024-25		
		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	4,121	-	Refer Note 1	2,151	-	Refer Note 1
Investors (other than shareholders)	Yes https://www.antony-waste.com/contact-us/	-	-	-	-	-	-
Shareholders	Yes https://www.antony-waste.com/investors/investor-information/	-	-	-	2	-	-
Employees and Workers	Yes	89	-	-	38	-	-
Customers	Yes https://www.antony-waste.com/contact-us/	-	-	-	-	-	-
Value Chain Partners	No	-	-	-	-	-	-
Other - Citizen	Yes https://www.antony-waste.com/contact-us/	9,703	-	Refer Note 2	9,234	-	Refer Note 2

Notes:

1. *Community complaints primarily pertain to odour emissions from the landfill processing plant at the Kanjurmarg site. The following control measures have been implemented to manage and mitigate odour at the site: (i) adoption of advanced landfill cover solutions, including Tarparmor and Posi-Shell, to strengthen odour management, improve surface stabilisation and reduce exposure of waste; (ii) application of daily soil cover on garbage received for a 24-hour period; (iii) dispensing of odour suppressants through misting systems strategically positioned at BLF cells, around the boundary, MRF-compost area, South Pre-processing Plant and leachate ponds; (iv) fogging of odour neutraliser at strategic site locations, determined by prevailing wind direction; (v) increasing the concentration of odour suppressant base in misting and fogging systems, as required; (vi) installation of geotextile coverings over MRF and composting facilities to contain emissions and restrict odour movement beyond the site boundary; and (vii) spraying of bio-enzyme during unloading and dozing of MSW at BLF cells.*
2. *Given the nature of the Company's operations, service-frequency-related complaints are received from time to time and are resolved on the same day, with citizen concerns being accorded the utmost priority.*

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

The Company undertook a comprehensive materiality assessment in FY 2023–24 to identify and prioritise the Environmental, Social and Governance issues that are most significant to its business and stakeholders. The assessment considered stakeholder expectations, industry trends, regulatory developments, and peer benchmarking. The material responsible business conduct issues identified through this process continue to guide the Company's sustainability strategy, risk management approach, and value creation efforts, and form the basis of the disclosures presented below.

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.	Innovation in Waste Management Technologies	O	Innovation in waste management is a key enabler of sustainable growth, driving operational efficiency, resource optimisation, and regulatory compliance. Through advanced technologies and	_	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)
			waste-to-energy initiatives, AWHCL minimises environmental impact while strengthening its resilience and shift to next term value creation.		
2.	Pollution Prevention & Emission Control	O	Pollution prevention and environmental management are integral to AWHCL's sustainable operations. By leveraging advanced technologies and efficient processes, the Company minimises emissions and waste generation while ensuring regulatory compliance and safeguarding environmental and public well-being. These efforts enhance operational resilience, drive continuous improvement, and support AWHCL's long-term sustainability objectives.	–	Positive
3.	Circular Economy Practices	O	Adopting circular economy principles enables AWHCL to maximise resource value and minimise waste across its operations. By promoting recycling, reuse, and resource recovery, the Company optimises resource utilisation, reduces adverse environmental impact, and enhances operational efficiency. These initiatives support long-term sustainability goals, align with evolving regulatory expectations, and reinforce AWHCL's position as a responsible and sustainability-driven organisation.	–	Positive
4.	Worker Health & Safety	R & O	Worker health and safety present both a critical responsibility and a strategic opportunity for AWHCL. Given the inherent occupational risks associated with waste collection, managing, and disposal activities, the Company prioritises advanced technologies, robust safety protocols, and responsible operational practices to safeguard its workforce. By fostering a safe and healthy work environment, AWHCL enhances employee well-being, strengthens operational resilience and productivity, and reinforces compliance with regulatory and environmental standards.	AWHCL is committed to maintaining high standards of occupational health and safety through robust safety management practices across its operations. The Company regularly conducts mock drills, safety inspections, and awareness programmes to strengthen safety culture and enhance employee preparedness regarding workplace hazards and preventive measures.	Negative

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)
				To further reinforce workplace safety, AWHCL has established a comprehensive incident reporting and investigation mechanism that enables timely identification, assessment, and resolution of incidents. The framework also drives corrective and preventive actions, supporting continuous improvement in safety performance and fostering a safe and resilient work environment.	
5.	Supply Chain Management	R	Effective supply chain management is fundamental to ensuring resilient, efficient, and responsible operations at AWHCL. A holistic approach to supply chain risk management, encompassing operational, regulatory, financial, reputational, and ESG-related risks, is essential to safeguard business continuity and long-term value creation. Strengthening supplier due diligence, compliance with the Supplier Code of Conduct, and local supplier engagement enhances supply chain resilience while supporting responsible business practices and regional economic development.	AWHCL focuses on diversifying its supplier network to minimise dependence on any single source and strengthen supply chain resilience. The organisation implements stringent supplier evaluation processes and conducts regular performance reviews to ensure quality standards, regulatory compliance, and alignment with sustainability expectations. In addition, contingency plans are developed and maintained to address potential disruptions, and proactive, transparent communication with suppliers is encouraged to support effective risk management and business continuity.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Public Education and Awareness Activities	O	Public Education and Awareness i.e. IEC initiatives present a strategic opportunity for AWHCL to foster responsible waste management practices and build stronger stakeholder engagement. By investing in awareness campaigns and capacity-building programmes, the Company can drive behavioural change, enhance community participation, and improve waste segregation and resource recovery outcomes. These initiatives strengthen environmental stewardship, support long-term sustainability objectives, and reinforce AWHCL's role as a responsible waste management partner.	_	Positive
7.	Employee Training and Development	O	Investing in employee learning and capability development presents a strategic opportunity for AWHCL to build a skilled, engaged, and shift to next ready workforce. By promoting continuous learning and upskilling initiatives, the Company enhances productivity, supports individual growth, and remains aligned with evolving industry requirements. This focus on talent development strengthens organisational resilience, operational excellence, and long-term value creation.	_	Positive
8.	Regulatory Compliance	R	Strong regulatory compliance practices enable AWHCL to uphold operational integrity and build stakeholder trust. By ensuring adherence to applicable laws and regulations, the Company mitigates legal and operational risks, enhances business resilience and safeguards its reputation. This proactive approach strengthens governance, supports business continuity and reinforces AWHCL's commitment to responsible and sustainable operations.	AWHCL reinforces its compliance framework through regular audits, continuous monitoring and timely corrective actions to proactively identify and address potential gaps, supported by the implementation of compliance software that enables better tracking, timely alerts and effective monitoring of statutory and regulatory requirements.	Negative

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)
9.	ESG Governance	R	Robust ESG governance is fundamental to AWHCL's long-term resilience and value creation. By effectively managing environmental, social, and governance priorities, the Company strengthens stakeholder trust, enhances regulatory compliance, and improves operational efficiency. A proactive approach to identifying and addressing ESG-related risks supports informed decision-making, reinforces investor confidence, and enables the achievement of AWHCL's long-term strategic and sustainability objectives.	AWHCL conducts periodic reviews and structured evaluations to monitor compliance with ESG requirements and drive continuous improvement in its sustainability practices. The Company also actively engages with stakeholders and incorporates their feedback into ESG initiatives, enhancing transparency, strengthening accountability, and improving the effectiveness of its sustainability framework.	Negative
10.	Risk Management	R	Effective risk management enables AWHCL to anticipate uncertainties and strengthen business resilience. Through a structured approach to identifying, evaluating, and mitigating risks, the Company safeguards its operations, protects financial performance, and preserves stakeholder trust. This proactive framework supports regulatory compliance, enhances decision-making, and reinforces the Company's capacity to achieve its long-term strategic and sustainability objectives.	AWHCL undertakes periodic risk assessments and scenario analysis to proactively identify potential risks and evaluate their operational and financial implications. The Company has established robust monitoring processes and internal control mechanisms to enable timely responses and effective management of emerging risks. In addition, regular training and awareness programmes are conducted to strengthen risk management capabilities and foster a strong risk-aware culture across the organisation.	Negative

SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES

This section outlines how AWHCL has established and implemented robust governance structures, policies and processes to align with and adopt the NGRBC Principles and their Core Elements across its operations. AWHCL has put in place a comprehensive and operational governance framework, supported by clearly defined policies, procedures and oversight mechanisms, to systematically embed the NGRBC Principles and their Core Elements across its business activities.

These structures enable the Company to integrate responsible, ethical, transparent and sustainable business practices into decision-making, risk management, stakeholder engagement and day-to-day operational conduct, thereby reinforcing its commitment to long-term value creation and responsible corporate citizenship.

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
Anti Corruption and Anti-bribery Policy	✓						✓		
Board Diversity Policy	✓		✓						
Corporate Social Responsibility Policy				✓				✓	
Cyber Security Policy	✓			✓					✓
Dignity at Workplace			✓	✓	✓				
Dividend Distribution Policy	✓			✓					
Environmental, Social and Governance Policy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Equal Opportunity Policy	✓			✓	✓				
Familiarisation programme for Independent Directors	✓			✓					
Human Rights Policy			✓	✓	✓				
Materiality of Event Policy	✓			✓					
Material Related Party Transactions Policy	✓			✓					
Material Subsidiary Policy	✓			✓					
Nomination and Remuneration Policy	✓				✓				
Privacy Policy				✓					✓
Responsible and Ethical Suppliers Code of Conduct		✓	✓	✓	✓				
Risk Management Policy	✓	✓		✓					
Vigil Mechanism and Whistle Blower	✓		✓	✓	✓		✓		✓
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Company's policies are available on its website under the Investor Section and can be accessed at: https://www.antony-waste.com/investors/corporategovernance/ in addition, certain internal policies are intended solely for internal stakeholders and are circulated only within the organisation. Further, the web link to the policies is embedded under each row above.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	No	No

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	ISO 14001:2015 certification to enhance our environmental performance and manage our environmental responsibilities in a systematic manner for Antony Lara Enviro Solutions Private Limited. ISO 9001:2015 certification for quality management system that consistently provides products and services that meet customer and applicable statutory and regulatory requirements. ISO 45001:2018 certification for Occupational Health and Safety Management Systems at Antony Lara Enviro Solutions Private Limited, demonstrates a commitment to providing a safe and healthy work environment by identifying and mitigating risks, and ensuring compliance with relevant statutory and regulatory requirements and fostering continuous improvement in workplace safety and employee well-being.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	The Company has adopted a three-year rolling ESG roadmap that sets out clearly defined priorities and measurable targets across areas that are material to its business, operations, and stakeholders. This roadmap provides a structured framework to guide the Company's sustainability journey and reinforces its commitment to embedding environmental, social, and governance considerations into the core of its long-term business strategy. The ESG roadmap is designed as a dynamic and evolving framework, enabling the Company to periodically review and recalibrate its targets in line with changing market expectations, regulatory developments, industry best practices, and stakeholder priorities. This approach ensures that the Company remains responsive to emerging sustainability challenges while continuing to pursue measurable progress against its commitments. Progress against the ESG roadmap is monitored on an ongoing basis through appropriate governance and review mechanisms. This enables the Company to strengthen accountability, identify improvement opportunities and align its sustainability initiatives with long-term value creation for stakeholders. The Company's targets are focused on following key areas: • Innovation in Waste Management Technologies, • Pollution Prevention and Emission Control, • Circular Economy Practices, • Worker Health and Safety, • Supply Chain Management, • Employee Training and Development, • Regulatory Compliance, • ESG Governance, and • Risk Management								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	The Company monitors the performance towards ESG Road Map as an ongoing exercise. The performance against the targets has been published in the Stakeholder Engagement Section which forms part of this Integrated Annual Report.								

Governance, Leadership and Oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

As the Director responsible for Business Responsibility and Sustainability at AWHCL, I firmly believe that sustainability is not merely a business imperative but a catalyst for long-term value creation. Guided by our purpose of transforming waste into resources, we integrate ESG principles into our strategy, decision-making processes, and operational practices. Through transparent reporting and accountable governance, we remain committed to delivering sustainable outcomes for our stakeholders and contributing meaningfully to India's circular economy transition.

Our focus remains on developing resilient and resource-efficient waste management solutions that minimise environmental impact while maximising value recovery. By embracing innovation, enhancing operational efficiencies, and adopting circular economy principles, we are reducing our environmental footprint and unlock opportunities for resource conservation. Our waste-to-energy initiatives and material recovery operations exemplify this approach by converting waste streams into valuable resources, reducing dependence on virgin materials, and mitigating greenhouse gas emissions.

I view sustainability and risk management as deeply interconnected pillars of long-term organisational resilience. During FY 2025-26, our operations continued to demonstrate measurable progress in advancing circularity, resource efficiency, and environmental stewardship. We commercialised over 15,500 tonnes of high-quality compost derived from organic waste for productive reuse and supplied more than 1.77 lakh tonnes of RDF to sectors such as cement, textiles, and paper—collectively enabling the avoidance of over 1.63 lakh tCO_2e of greenhouse gas emissions.

Our Construction and Demolition waste processing facility achieved a recycling rate of 96% through the recovery of manufactured sand and aggregates, while the bio-mining of 300,000 MT of legacy waste at CIDCO enabled reclamation of land resources and mitigation of potential environmental risks associated with leachate contamination. We also strengthened our water stewardship practices, with the Kanjur facility harvesting 8,279.6 kilolitres of rainwater and the PCMC facility utilising 76,460 kilolitres of treated water from the Sewage Treatment Plant, thereby reducing dependence on freshwater resources and supporting circular water management.

From a risk perspective, our responsibility extends beyond operational efficiency to ensuring that our workplaces remain safe, inclusive, and equitable. We continue to focus on strengthening health and safety systems, ensuring compliance with POSH regulations, providing comprehensive insurance coverage, and offering women-friendly facilities across the majority of our operations. These efforts reflect our commitment to promoting dignity, respect, and equal opportunity across the organisation.

Our structured risk management approach, supported by robust standard operating procedures and stakeholder engagement mechanisms, enables us to proactively identify emerging risks, strengthen preparedness, and remain responsive to evolving stakeholder expectations.

Strong governance remains central to how we manage risk and pursue sustainable growth. We continue to uphold high standards of ethics, integrity, regulatory compliance, and accountability across our operations. By embedding risk management and responsible business conduct into our governance framework, we are strengthening organisational resilience and ensuring that business decisions remain aligned with our ESG priorities and long-term value creation objectives.

As we move forward, we remain focused on continuously enhancing our risk management practices, advancing sustainable waste management solutions, driving innovation, and creating positive environmental and social impact. Through responsible business practices and collaborative partnerships, we will continue to contribute towards a cleaner, more resource-efficient, and sustainable future for our communities and the nation.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Risk Management Committee is the highest authority responsible for the implementation and oversight of the Company's Business Responsibility and Sustainability policies. The Committee reviews the effective implementation of these policies, provides strategic direction, and oversees governance mechanisms to ensure alignment with the Company's sustainability commitments, regulatory requirements, and responsible business practices.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has constituted both the Risk Management Committee and the Corporate Social Responsibility Committee to provide strategic oversight on risk governance and sustainability-related matters. Details regarding the composition, roles, responsibilities, and terms of reference of these Committees are provided in the Report on Corporate Governance section of this Integrated Annual Report, on page 193.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Board Committees and functional heads periodically review the Company's policies and oversee their effective implementation across the organisation.									Risk Management Committee – Half yearly Audit Committee – Quarterly								
Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances	The Board monitors compliance with applicable legal and regulatory requirements and ensures that any instances of non-compliance are promptly addressed through appropriate corrective actions.									Quarterly								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The Company's policy governance framework is reinforced through an independent internal audit process that assesses the implementation and effectiveness of major policies and controls. Further assurance is provided through periodic reviews by external independent auditors, enabling the Company to strengthen compliance, enhance accountability, and improve policy effectiveness								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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

This section presents AWHCL's principle-wise performance disclosures aligned with the National Guidelines on Responsible Business Conduct ("NGRBC") and the Business Responsibility and Sustainability Reporting framework. It covers the Company's policies, management approaches, governance mechanisms, targets and performance across key ESG topics under the nine principles, thereby providing stakeholders with a comprehensive view of how sustainability considerations are integrated into AWHCL's strategy, operations and decision-making processes.

AWHCL has reported the Essential Indicators across all applicable principles, as required under the BRSR framework. With respect to Leadership Indicators, the Company has provided disclosures for those indicators that are relevant to its business operations and where corresponding practices, systems or initiatives have been implemented. Through these disclosures, AWHCL reaffirms its commitment to ethical business conduct, sustainable value creation, employee well-being, human rights, environmental stewardship, responsible supply chain management, customer value and inclusive growth.

PRINCIPLE: 1

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

AWHCL conducts its business with a strong commitment to integrity, ethical conduct, transparency and accountability. These principles are embedded across its governance framework, decision-making processes and stakeholder interactions, ensuring that operations are carried out responsibly and in compliance with applicable laws, regulations and internal standards.

The Company has established a comprehensive policy framework covering key aspects of governance, ethics, compliance, risk management, stakeholder responsibility, sustainability, diversity, human rights, cyber security and grievance redressal. This framework provides clear guidance, oversight and control mechanisms to promote responsible business conduct and strengthen a culture of accountability across the organisation.

The Company also continues to enhance awareness, accountability and leadership engagement on governance and ethics priorities through periodic training, policy communication, leadership messaging and compliance ethics awareness initiatives.

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	Topics / principles covered under the training and its impact
Board of Directors	11	Business Strategy including Diversification, ESG Performance, Risk Management, Familiarisation Programme, Regulatory Landscape, CSR Initiatives, Legal Framework for Prevention of Money Laundering Act, Cyber Security	100%
Key Managerial Personnel	13	Advanced Financial Analytics, Prevention of Sexual Harassment Policy at Workplace, Risk Management & Internal Controls, Integration of AI into Secretarial Operations, Legal Framework for Prevention of Money Laundering Act, Technology & Governance	100%
Employees other than BOD and KMPs	52	Awareness on Human Rights Policy	100%
		Induction for new Joinees	100%
		Introduction of HRM System	100%
		Leadership Development Programme	100%
		National Road Safety Week	100%
		Performance Management System	100%
		Prevention of Sexual Harassment Policy at Workplace	100%
		Road Safety Training	100%
		Technology & Governance	100%
		Training on how to use fire extinguisher	100%
		Workshop First time Managers (AWHCL Young Leaders)	100%
Workers	94	Awareness on Human Rights Policy	100%
		Training on Emergency Evacuation	100%
		Employee Health and Safety	100%
		First Aider Training	100%
		Grievance / Code of conduct/ Whistle Blower	100%
		Height Safety Awareness Programme	100%
		How to use Fire Extinguisher	100%
		Loose Material Falling Hazards	100%
		Mechanical, Electrical Hazards and Safety Precautions	100%
		Multi Gas Detector	100%
		National Road Safety Week	100%
		Importance of Personal Protective Equipment (PPE's)	100%
		Prevention of Sexual Harassment at Workplace	100%
		Safety precaution of boiler plant	100%
		Self -Contained Breathing Apparatus Training	100%
		Training on Hygiene Habits	100%
		Training on Hazard Identification and Risk Assessment (HIRA)	100%
		Training on Conveyor safety	100%

Notes:

1. *The percentage of training completion is determined by dividing the number of employees or workers who attended the training by the total number of employees or workers eligible for that specific training.*
2. *Only mandatory training topics for employees have been listed, with 100% coverage achieved. In addition to these topics, employees are encouraged to participate in training sessions relevant to their respective business functions.*

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:

Monetary					
	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	NA	-	Nil	NA
Settlement	Nil	NA	-	Nil	NA
Compounding fee	Nil	NA	-	Nil	NA

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	NA	-	Nil	NA
Punishment	Nil	NA	-	Nil	NA

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.

Guided by its core values of integrity, transparency, and ethical conduct, the Board has approved an Anti-Bribery and Anti-Corruption Policy as a key component of the Company's Code of Business Conduct. The policy reinforces the Company's zero-tolerance approach to bribery and corruption in any form and underscores its commitment to conducting business with honesty, fairness, and accountability.

To strengthen awareness and promote adherence to the policy, the Company conducts regular employee sensitisation and training programmes. These initiatives include awareness sessions and knowledge assessments designed to enhance understanding of the policy's requirements and foster a culture of ethical decision-making across the organisation. Through these ongoing efforts, the Company seeks to embed ethical business practices into its day-to-day operations and ensure compliance remains an integral part of organisational culture.

During the year under review, no complaints relating to bribery or corruption were reported, reflecting the effectiveness of the Company's governance framework and the strong ethical standards upheld by its employees.

The Anti-Bribery and Anti-Corruption Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Anti_corruption_and_anti-bribery_Policy.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 2025-26	FY 2024-25
Directors	No disciplinary action was taken during the year.	No disciplinary action was taken during the year.
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

   Not Applicable as zero cases of corruption and conflict of interest were reported.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	91	95

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10.61%	17.00%
	b. Number of trading houses where purchases are made from	127	75
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	70.76%	91.35%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPT's in	a. Purchases (Purchases with related parties/Total Purchases)	3.54%	14.91%
	b. Sales (Sales to related parties/ Total Sales)	0.02%	0.07%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

Leadership Indicators:

1. **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, the Company has established a robust governance framework to identify, disclose and effectively manage actual or potential conflicts of interest, particularly those involving members of the Board of Directors. In compliance with the Act and the SEBI Listing Regulations, Directors are required to disclose their interests in any contracts, arrangements or transactions involving the Company through the prescribed disclosure mechanism. These disclosures enable the timely identification, evaluation and management of potential conflicts, thereby safeguarding the integrity of governance processes and decision-making.

   To ensure transparency, independent judgment, and objective decision-making, Directors with a conflict of interest are required to recuse themselves from deliberations and voting on matters where such conflicts may arise. The framework is further reinforced through the Company's Code of Conduct and Vigil Mechanism, which provide secure channels for reporting unethical conduct, including undisclosed conflicts of interest involving Directors or senior management. Together, these measures strengthen accountability, promote ethical business conduct, and uphold the highest standards of corporate governance across the organisation.

PRINCIPLE: 2

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

The Company recognises that sustainable and safe delivery of services is integral to responsible business conduct and long-term value creation. As a provider of Municipal Solid Waste Management services, the Company remains committed to embedding environmental stewardship, operational safety, resource efficiency, and circular economy principles across its service delivery model. Through continued investments in sustainable technologies, responsible sourcing practices, waste reduction initiatives, and partnerships with authorised recyclers, the Company endeavours to minimise environmental impact while ensuring that its operations contribute positively to public health, community well-being, and a cleaner environment.

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:**

	FY2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	27.64%	0.05%	Scientific & Technical Consultancy for Heavy Metals Testing in Soil and Plant Samples
Capex	28.77%	9.23%	Technology for generating Refuse Derived Fuel, resulting in avoidance of Greenhouse Gases

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

   Yes, the Company has procedures in place for sustainable sourcing.

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

   9% of total procurement.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

   The Company provides a comprehensive range of MSW management services with a strong focus on resource recovery, reuse, and recycling, despite not being engaged in manufacturing activities. Through close collaboration with local communities, the organisation promotes responsible waste management practices, including source segregation initiatives and partnerships with authorised recycling agencies, to reduce plastic waste and improve recycling efficiency.

   A key aspect of the Company's environmental approach is the responsible management of electronic waste to prevent improper disposal in landfills or through incineration, which may pose environmental and public health risks. The organisation has implemented an e-waste management system that ensures discarded electronic materials are directed to authorised recyclers following industry-approved practices for dismantling, recycling, and material recovery. Through its integrated waste management practices and community-level collaborations, the Company continues to strengthen sustainability efforts and minimise its overall environmental footprint.

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.**

   This is not applicable owing to the nature of the Company's business.

PRINCIPLE: 3

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

AWHCL recognises that the well-being, safety, dignity and professional growth of its employees and workers, including those across its value chain, are fundamental to responsible and sustainable business conduct. The Company remains committed to fostering a safe, inclusive, equitable and enabling workplace by implementing measures relating to health and accident insurance, retirement benefits, statutory social security, occupational health and safety, workplace accessibility, equal opportunity, grievance redressal, continuous training and ethical conduct.

Through structured safety practices, inclusive policies, periodic assessments, healthcare support, capacity-building initiatives and regular engagement with value chain partners, the Company seeks to uphold safe working conditions, fair treatment, employee welfare and human dignity across its operations. AWHCL also encourages its value chain partners to strengthen responsible labour practices and welfare standards, thereby promoting a transparent, compliant and inclusive value chain aligned with the Company's broader commitment to employee well-being and sustainable growth.

Essential Indicators

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

Category	Total (A)	% of Employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,038	1,038	100%	1,038	100%	-	-	1,038	100%	-	-
Female	52	52	100%	52	100%	52	100%	-	-	-	-
Total	**1,090**	**1,090**	**100%**	**1,090**	**100%**	**52**	**100%**	**1,038**	**100%**	**-**	**-**
Other than Permanent Employees											
Male	5	5	100%	5	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	-	-	-	-	-	-
Total	**7**	**7**	**100%**	**7**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	8,956	8,956	100%	8,956	100%	-	-	-	-	-	-
Female	270	270	100%	270	100%	270	100%	-	-	-	-
Total	**9,226**	**9,226**	**100%**	**9,226**	**100%**	**270**	**100%**	**-**	**-**	**-**	**-**
Other than Permanent Workers											
Male	530	530	100%	530	100%	-	-	-	-	-	-
Female	7	7	100%	7	100%	-	-	-	-	-	-
Total	**537**	**537**	**100%**	**537**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

Note: *Health Insurance, Accident Insurance and other benefits are covered through ESIC for workers.*

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company*	1.37%	1.20

Notes:

1. Following costs are considered: Health and accident insurance premium, maternity, paternity benefit and staff welfare expenses relating to well-being.

2. The figures for FY2024-25 have been restated due to changes in the methodology and calculation approach.

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

Benefits	FY 2025-26			FY 2024-25		
	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	99%	100%	Y	99%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	24%	80%	Y	19%	46%	Y
Others – please specify	NA	NA	NA	NA	NA	NA

**Worker whose wages within the prescribed range of applicability of mandatory ESI are fully covered.*

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.

AWHCL continues to strengthen workplace accessibility across all its offices to support an inclusive environment for individuals with diverse abilities. In accordance with its Equal Opportunity Policy, the Company has upgraded facilities at locations where differently-abled employees are currently based and is progressively expanding these enhancements to remaining sites. Each office includes lifts to support mobility, and further improvements, such as ramps, handrails, and specially designed washrooms with wide doors, grab bars, and raised toilet seats, are being planned and implemented to address current and future requirements in phased manner. These measures demonstrate the Company's commitment to providing a safe, comfortable, and accessible workplace that enables every employee to work effectively, while also reflecting its dedication to compliance 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.

In compliance with the Rights of Persons with Disabilities Act, 2016, the Company has implemented an Equal Opportunity Policy to foster an inclusive, accessible, and discrimination-free workplace. The policy provides a framework for promoting equitable employment opportunities for persons with disabilities and ensuring the availability of appropriate workplace facilities and support systems.

It further lays down provisions for identifying suitable job positions, adopting transparent and merit-driven hiring practices, and delivering relevant training and development programmes. The policy also emphasises the creation of accessible infrastructure, organisation-wide awareness initiatives, and effective grievance redressal mechanisms to strengthen inclusivity and equal participation across the workforce.

The Equal Opportunity Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Equal_Opportunity_Policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	**100 %**	**100 %**	**NA**	**NA**

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:

<table>
<tr><th></th><th>Yes/No (If Yes, then give details of the mechanism in brief)</th></tr>
<tr><td>Permanent Workers</td><td rowspan="4">Yes, the Company has established a structured grievance redressal mechanism for employees and workers to raise concerns in a fair, transparent and timely manner through multiple channels, including reporting managers, Heads of Department, HR representatives, official email channels, the HR portal, contact points and complaint boxes, as applicable. The Company also follows an open-door approach, enabling concerns to be escalated to the Senior Leadership Team, where required.

Grievances are reviewed and addressed within reasonable timelines. Matters requiring further examination are investigated and, wherever necessary, corrective actions are reported to the relevant management authorities for follow-up.

The Company has also adopted a Whistle Blower Policy/Vigil Mechanism, which provides employees a channel to report genuine concerns without fear of victimisation or retaliation. Confidentiality is maintained to the extent possible, thereby supporting a fair, safe and respectful workplace environment.

The Whistle Blower Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Vigil_Mechanism_Policy.pdf</td></tr>
<tr><td>Other than Permanent Workers</td></tr>
<tr><td>Permanent Employees</td></tr>
<tr><td>Other than Permanent Employees</td></tr>
</table>

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

While the Company does not currently have a formal employees' association, it remains committed to upholding employees' rights to freedom of association and collective bargaining. The Company fosters an open and inclusive workplace where employees can freely express their views and engage in constructive dialogue, supporting a culture of trust, respect, and collaboration.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,043	1,043	100%	-	-	1,089	1,089	100%	198	18%
Female	54	54	100%	-	-	57	57	100%	36	63%
Total	**1,097**	**1,097**	**100%**	**-**	**-**	**1,146**	**1,146**	**100%**	**234**	**20%**
Workers										
Male	9,486	9,486	100%	-	-	9,403	9,403	100%	2,050	22%
Female	277	277	100%	-	-	217	217	100%	60	28%
Total	**9,763**	**9,763**	**100%**	**-**	**-**	**9,620**	**9,620**	**100%**	**2,110**	**22%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	677	677	100%	888	888	100%
Female	27	27	100%	44	44	100%
Total	**704**	**704**	**100%**	**932**	**932**	**100%**
Workers						
Male	-	-	-	218	218	100%
Female	-	-	-	-	-	-
Total	**-**	**-**	**-**	**218**	**218**	**100%**

Note: *The particulars furnished herein are in respect of only those employees who eligible for performance review in FY 2025-26.*

10. Health and safety management system:

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

AWHCL has established a comprehensive Occupational Health and Safety (OHS) Management System at its major Waste Processing Facility, Kanjurmarg aligned with ISO 45001:2018. The Company conducts extensive training and awareness programmes covering critical areas such as road safety, the proper use of Personal Protective Equipment (PPE), firefighting practices, first aid training, and the handling of multi-gas detectors in hazardous work environments.

Employees are regularly sensitised to workplace risks associated with loose material handling, mechanical and electrical operations, and conveyor systems through structured toolbox talks and safety training sessions. Key safety procedures, including Work Permit systems, Lockout & Tagout (LOTO) practices, and the use of Electric Insulated Rescue Static Sticks, are consistently reinforced to strengthen operational safety standards.

In addition, AWHCL undertakes Hazard Identification and Risk Assessment (HIRA) exercises to identify and assess workplace risks, while behaviour-based safety programmes encourage accountability and reinforce awareness of safe work practices among employees. The Company also provides regular training on workplace ethics and governance-related policies, including Prevention of Sexual Harassment (POSH), Human Rights, and the Code of Conduct.

Through its integrated OHS framework, the Company continues to review and enhance its health and safety practices, supported by ongoing learning and risk management processes, while upholding workplace integrity and employee well-being.

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

AWHCL encourages active employee involvement in enhancing workplace safety through continuous engagement initiatives, regular feedback mechanisms, and detailed evaluation of incident and near-miss reports. The Company continues to align its occupational health and safety practices with applicable regulatory requirements and recognised industry standards, while periodically reviewing its practices to support continual improvement.

Cross-functional teams across the organisation actively monitor workplace risks and implement appropriate corrective and preventive measures to improve operational readiness and incident response capabilities. In addition, AWHCL conducts structured training and awareness programmes to equip employees with the knowledge, skills, and awareness needed to effectively identify, assess, and mitigate workplace hazards, thereby fostering a proactive, safety-driven work culture.

Through this integrated approach, the organisation continues to review and enhance its health, safety, and risk management practices in line with its commitment to responsible governance, sustainable business practices, and employee well-being.

The Risk Management Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Risk_Management_Policy.pdf

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

Yes, the organisation has established occupational health and safety protocols to support the identification, reporting, and management of workplace hazards. Recognising that operational risks may arise, workers are encouraged to report unsafe conditions through defined channels, and appropriate procedures are in place for hazard escalation, response, and withdrawal from unsafe working conditions whenever necessary.

To further strengthen workplace safety awareness, regular training and sensitisation programmes are conducted to educate workers on hazard identification, risk reporting procedures, and safe work practices. These measures are integrated into the organisation's workplace health and safety framework, supporting transparent processes, responsive action, and continued attention to employee well-being across its operational locations.

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

Yes, the Company remains strongly committed to safeguarding employee health and well-being by ensuring that all employees and workers have access to non-occupational medical and healthcare services across operational locations. These facilities are made available either through on-site medical support or through tie-ups with nearby accredited healthcare institutions, ensuring timely medical assistance whenever required.

To further strengthen employee welfare, the organisation provides comprehensive health and accident coverage through Group Mediclaim and Group Personal Accident insurance policies, as well as statutory protection under the Employees' State Insurance Corporation (ESIC) and Workmen's Compensation provisions. Through these measures, the Company continues to promote a safe, secure, and health-focused work environment for its workforce.

In addition to providing healthcare support, the organisation conducts regular training programmes on first aid, workplace emergency response, and ergonomic practices to enhance employee preparedness and encourage a proactive culture of health, safety, and well-being across the workplace.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hour worked)	Employees	1.92	0.75
	Workers	1.17	0.83
Total recordable work-related injuries	Employees	8	3
	Workers	23	16
No. of fatalities	Employees	-	-
	Workers	1	-
High consequence of work-related injury or ill-health (excluding fatalities)	Employees	8	3
	Workers	22	16

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

AWHCL continues to implement occupational health, safety, and environmental measures, supported by regular monitoring and employee training, in line with applicable regulatory requirements and operational needs. The organisation promotes a culture of continuous improvement by conducting periodic safety audits, inspections, and reviews in high-risk operational areas through its Health & Safety Committee(s) at site level, while also incorporating learnings from feedback, incident investigations, and evolving regulatory requirements into its safety management practices. Daily Toolbox Talk (TBT) sessions, induction programmes for newly joined workers, and regular safety awareness interactions with employees and contractors further reinforce workplace safety awareness across all levels of the workforce.

The Company conducts structured training programmes covering key occupational health and safety areas, including National Road Safety, first aid, firefighting, use of Personal Protective Equipment (PPE), handling multi-gas detectors, boiler plant safety, conveyor safety, and snake-bite prevention. Employees are also trained on mechanical and electrical hazard management, unsafe acts and conditions, Behaviour-Based Safety practices, Work Permit systems, Hazard Identification and Risk Assessment (HIRA), Lockout & Tagout (LOTO) procedures, and the use of insulated rescue sticks. Emergency preparedness is further strengthened through mock drills and systematic HIRA documentation processes.

To ensure operational safety and regulatory compliance, work permits are issued only after verification of all applicable safety requirements. The organisation maintains and regularly inspects firefighting equipment and implements engineering controls, such as machine safety guards, adequate illumination standards, and secured floor openings, to effectively mitigate workplace hazards. Detailed records are maintained for first aid cases, incidents, lifting tools and tackles, pressure vessels, vehicles, insurance coverage, and third-party audits to support adherence to Environmental, Health, and Safety (EHS) statutory requirements. In addition, PPE issuance is closely monitored through tracking systems, and first aid kits are inspected periodically to ensure readiness and availability.

The Company also addresses environmental health considerations through odour control measures and regulated chemical application practices supported by appropriate monitoring and documentation systems. Collectively, these initiatives are integrated into AWHCL's occupational health, safety, and environmental management framework and are supported through established processes across its operations.

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

Benefits	FY 2025-26			FY 2024-25		
	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	49	-	-	13	-	-
Health & Safety	-	-	-	-	-	-

14. **Assessments for the year:**

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Health and safety practices	100% Assessed by Statutory Auditors /Internal Auditor /Secretarial Auditor/Regulatory Authorities such as State Pollution Control Board
Working Conditions	100% Assessed by Internal Auditor and Secretarial Auditor for the reporting period.

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.**

AWHCL follows a structured and proactive approach to managing workplace incidents and mitigating significant health and safety risks identified through detailed risk assessments. The Company undertakes systematic investigations of all incidents to identify root causes and implement timely corrective and preventive measures under the supervision of the CSO.

This integrated risk management framework supports the effective resolution of safety concerns while ensuring compliance with applicable regulatory requirements and established safety standards. Through continuous monitoring, periodic risk evaluations, and ongoing safety reviews, AWHCL reinforces a culture of accountability, operational vigilance, and proactive safety management across its operations.

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: Yes

(B) Workers: Yes

***Note**: There are life insurance/ compensatory package provided by the entity after the event of death to the family of the deceased.*

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 remains committed to ensuring that all value chain partners comply with applicable legal and ethical obligations regarding the deduction, payment, and deposit of statutory dues, in accordance with prevailing laws and regulatory requirements. To strengthen compliance oversight, contractual agreements with partners include provisions requiring the submission of supporting documentation evidencing statutory payments along with invoices raised for services rendered. Payments are processed only after these documents are verified to ensure compliance with requirements.

The organisation maintains regular engagement with its value chain partners to promote awareness regarding the importance of timely statutory payments and responsible business conduct. Through continuous communication and compliance monitoring, the Company reinforces its expectations of ethical practices, transparency, and regulatory adherence across the value chain.

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

	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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	8	3	-	-
Workers	23	16	-	-

PRINCIPLE: 4

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

AWHCL recognises that meaningful stakeholder engagement is a cornerstone of responsible business conduct and a key driver of sustainable, long-term value creation. The Company adopts a structured, transparent, and continuous approach to engaging with its diverse stakeholder groups—including communities, employees, customers, regulators, investors, and partners—to gain a comprehensive understanding of their expectations, concerns, and evolving priorities across economic, environmental, and social dimensions.

These engagements are facilitated through formal and informal consultation mechanisms, enabling open dialogue, timely feedback, and constructive participation. The insights and feedback gathered are systematically reviewed, prioritised based on materiality and relevance, and, where appropriate, integrated into the Company's strategic decision-making processes, policies, operational frameworks, ESG focus areas, and community development initiatives.

By embedding stakeholder perspectives into its business processes, AWHCL not only enhances transparency and accountability but also fosters enduring trust and collaborative relationships.

Essential Indicators

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

The organisation identifies its key stakeholders through a comprehensive evaluation process that assesses all individuals, groups, and entities connected to or impacted by its operations and business activities. This process includes analysing the extent of each stakeholder group's influence on the organisation, as well as their level of dependence and engagement across the value chain.

The assessment covers a broad range of internal and external stakeholders, including employees, shareholders, suppliers, vendors, customers, government and regulatory authorities, local municipal bodies, and community organisations. By adopting this structured approach, the organisation seeks to ensure effective stakeholder engagement, strengthen long-term relationships, and promote transparency and collaboration across its operations.

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

Stakeholder	Whether identified as vulnerable & marginalized (Yes/No)	Channel of Communication	Frequency of engagement (Annually / Half-yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	• E-mail • SMS • Website • Newspaper • Meetings • Site visits	Quarterly / Annually/On request	To enable transparent and consistent communication on the Company's business growth, operational efficiency, financial performance, and strategic progress, thereby strengthening stakeholder confidence and alignment with investor expectations. To provide timely updates on the Company's ESG commitments, sustainability progress, corporate governance practices, and risk management framework, while facilitating open feedback channels for meaningful stakeholder engagement and informed decision-making.
Employees/ Workers	No	• Email • SMS • Website • Newspaper • HR Newsletter • HRMS • Performance Reviews • Learning and development Initiatives • Town Hall • Notice Board	Ongoing	To strengthen employee awareness and alignment with the Company's policies, codes of conduct, values, and expected standards of professional behaviour, while fostering a culture of accountability, ethical conduct, and responsible workplace practices. To promote employee health, safety, well-being, skill development, diversity, inclusion, and equal opportunity through structured training, engagement, retention, performance recognition, and continuous feedback initiatives aimed at enhancing employee experience and organisational effectiveness.

Stakeholder	Whether identified as vulnerable & marginalized (Yes/No)	Channel of Communication	Frequency of engagement (Annually / Half-yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers/ Local Municipal bodies	No	• Email • SMS • Community Meetings • Website • Newspaper • Pamphlets • Advertisement	Ongoing	To understand customer requirements, service expectations, emerging industry trends, and business challenges, enabling the Company to identify growth opportunities, strengthen service quality, and deliver consistent value to clients and citizens. To ensure timely grievance resolution, regulatory and environmental compliance, sustainable waste management practices, and continued support for community cleanliness and public health through responsive and responsible operations.
Government Authorities	No	• Regulatory Compliance reports • One to One meet as per requirement	Ongoing	To ensure compliance with environmental, statutory, and policy requirements through transparent reporting, sound governance practices, and proactive engagement with regulatory and government authorities.
Vendors/ Suppliers	Yes	• Email • Newspaper • Meetings • Website Survey	Ongoing	To promote ethical procurement, sustainable sourcing, and adherence to the Supplier Code of Conduct by fostering fair, transparent, and responsible business practices across the value chain, while strengthening long-term supplier partnerships through quality, reliability, operational efficiency, and sustainable supply chain practices aligned with the Company's commitment to transparency and responsible growth.
Community/ NGO's	Yes	• Email • SMS • Community Meetings • Sponsored Events • Newspaper • Pamphlets • Advertisement • Workshop • Events and Survey	Quarterly	To contribute to community development and create meaningful social impact through locally relevant CSR initiatives, proactive engagement, and programmes aligned with community needs and development priorities. To promote environmental protection, public health, sanitation improvement, and awareness-building initiatives that support cleaner, healthier, and more sustainable communities.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board?

At AWHCL, stakeholder consultation on economic, environmental, and social matters is facilitated through a structured engagement framework that ensures effective communication between stakeholders and the Board. The organisation conducts periodic consultation and engagement exercises to gather stakeholder feedback on key ESG-related topics and material concerns.

The feedback received is consolidated and reviewed by the ESG Working Group, led by the Chief Sustainability Officer, along with site heads responsible for overseeing ESG governance and implementation. The group works in coordination with relevant functional teams to integrate stakeholder perspectives into strategic planning, align organisational actions with key ESG priorities, develop annual ESG work plans, and review policy-related recommendations.

A structured reporting mechanism is maintained to ensure that stakeholder inputs, including those received through delegated consultations, are transparently communicated to the Board. The Board provides oversight by incorporating these insights into long-term business strategy, monitoring ESG performance, and ensuring that sustainability initiatives remain aligned with organisational values, stakeholder expectations, and responsible business 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 the policies and activities of the entity.

Yes, AWHCL actively engages with key stakeholders, including employees, customers, local communities, regulatory bodies, and non-governmental organisations (NGOs), to obtain valuable insights on environmental and social matters relevant to its operations. The feedback received through these consultations is systematically incorporated into the organisation's policies, operational practices, and strategic initiatives to strengthen areas such as sustainable waste management, renewable energy initiatives, and corporate social responsibility programmes. Through the oversight of the ESG Working Group, stakeholder perspectives are integrated into decision-making processes to ensure alignment with evolving regulatory requirements, stakeholder expectations, and responsible business practices, thereby reinforcing the organisation's commitment to ethical governance, environmental sustainability, and social responsibility.

PRINCIPLE: 5

Businesses should respect and promote human rights

AWHCL recognises that respect for human rights is fundamental to responsible business conduct, inclusive growth, and long-term organisational sustainability. The Company is committed to upholding the dignity, equality, safety, and well-being of every individual associated with its operations, including employees, workers, contractual workforce, business partners, and other stakeholders across its value chain.

Guided by its Human Rights Policy, Code of Conduct, Vigil Mechanism, POSH framework, and grievance redressal processes, AWHCL strives to create a workplace environment that is free from discrimination, harassment, forced labour, child labour, retaliation, or any form of unfair treatment.

During the year, the Company continued to strengthen awareness and accountability through human rights training, policy communication, assessment mechanisms, stakeholder feedback, and oversight by designated governance forums. These efforts reflect AWHCL's commitment to embedding respect, fairness, inclusivity, and ethical conduct into its organisational culture and day-to-day business practices, while ensuring that any concerns are addressed through transparent, accessible, and responsive mechanisms.

Essential Indicators

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

	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,090	1,090	100%	1,137	1,137	100%
Other than Permanent	7	7	100%	9	9	100%
Total Employees	**1,097**	**1,097**	**100%**	**1,146**	**1,146**	**100%**
Workers						
Permanent	9,226	9,226	100%	8,898	8,898	100%
Other than Permanent	537	537	100%	722	722	100%
Total Workers	**9,763**	**9,763**	**100%**	**9,620**	**9.620**	**100%**

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

Category	FY 2025-26					FY 2024-25				
	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	1,038	-	-	1,038	100%	1,082	-	-	1,082	100%
Female	52	-	-	52	100%	55	-	-	55	100%
Other than Permanent										
Male	5	-	-	5	100%	7	-	-	7	100%
Female	2	-	-	2	100%	2	-	-	2	100%
Workers										
Permanent										
Male	8,956	8,956	100%	-	-	8,682	8,682	100%	-	-
Female	270	270	100%	-	-	216	216	100%	-	-
Other than Permanent										
Male	530	530	100%	-	-	721	721	100%	-	-
Female	7	7	100%	-	-	1	1	100%	-	-

3. Details of remuneration/salary/wages

(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)	4	88,81,945	-	-
Key Managerial Personnel	2	1,54,21,746	1	22,26,035
Employees other than BoD and KMP	1,033	3,78,276	51	3,92,652
Workers	8,956	3,07,932	270	3,44,820

Notes: *(i)The details of Board of Directors include Executive Directors' remuneration only. (ii)The KMP includes CMD, GFCO and CS.*

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.60%	2.83%

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 Company has designated the Risk Management Committee as the apex body responsible for overseeing human rights-related matters across its operations. The Company is committed to respecting and upholding human rights and maintains a zero-tolerance approach towards any form of discrimination, harassment, forced labour, child labour, or other human rights violations.

The Committee provides oversight on the implementation of key policies and frameworks, including the Human Rights Policy, Vigil Mechanism, and Prevention of Sexual Harassment (POSH) Policy. Through periodic reviews, monitoring mechanisms, and corrective actions where required, the Committee helps ensure that the Company's operations are conducted in a manner that promotes dignity, respect, inclusivity, and adherence to applicable human rights standards and ethical business practices.

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

AWHCL has established robust internal mechanisms for the effective redressal of human rights–related grievances. The Company's governance framework is supported by well-defined policies, including the Human Rights Policy and Whistle Blower Mechanism, which facilitate secure reporting and reinforce a strict non-retaliation commitment.

All complaints are addressed through clearly articulated procedures with defined roles, responsibilities, and transparent investigation processes to ensure fairness and accountability. The Code of Conduct and the POSH Policy provide dedicated channels for reporting concerns related to workplace conduct and sexual harassment, supported by constituted committees and structured enquiry protocols.

In addition, employees and other stakeholders may raise concerns through accessible channels such as designated email IDs and complaint boxes installed across all operational sites, which are regularly monitored, with weekly reviews and periodic reporting to management. These mechanisms are further strengthened by an internal grievance redressal policy, ensuring a comprehensive, responsive, and credible framework for addressing concerns in a timely and confidential manner.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at the workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	40	-	-	25	-	-
Other human rights-related issues	-	-	-	-	-	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company is committed to maintaining a safe, respectful, and inclusive workplace environment and has established robust measures to protect individuals who raise concerns about discrimination, harassment, or unethical conduct. It maintains a strict non-retaliation policy, ensuring that any employee or stakeholder reporting concerns in good faith is protected from any form of reprisal, discrimination, or adverse action.

Fairness, confidentiality, and impartiality are upheld throughout the investigation process to ensure appropriate handling of all complaints. Wherever necessary, complainants may be provided with temporary workplace adjustments, including transfer of duties or relocation, to safeguard their well-being and ensure a secure environment during the resolution process. In cases where the complainant is not satisfied with the internal resolution, provision for an independent third-party review is also available to ensure transparency and fairness.

Our supporting policies at AWHCL include:

- Whistle Blower Policy: Provides protection against retaliation for employees reporting misconduct or unethical practices.
- POSH Policy: Ensures prompt, confidential, and respectful resolution of complaints related to sexual harassment.
- Code of Conduct and Ethics Policy: Establishes principles of ethical behaviour, integrity, and responsible business conduct across the organisation.
- Human Rights Policy: Reinforces the organisation's commitment to dignity, equality, respect, and protection of fundamental human rights for all individuals.

Through these frameworks and policies, the Company continues to strengthen a workplace culture founded on trust, accountability, employee protection, and ethical conduct across all levels of the organisation.

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

Yes, human rights requirement form as a part of business agreements and contracts.

10. Assessments for the year:

	% of plants and offices that were assessed (by Company or statutory authorities or third parties)
Child labour	100% assessed by Internal Auditor and Secretarial Auditor.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant human rights risks or concerns were identified during the assessment process. The Company continues to strengthen its commitment to upholding human rights standards by regularly reviewing and improving its policies, procedures, and monitoring mechanisms. Ongoing measures are implemented to proactively identify, assess, and address any potential human rights-related risks in a timely manner, while ensuring appropriate corrective actions are undertaken whenever required. This approach reflects the organisation's continued focus on maintaining responsible and ethical business practices across its operations.

Leadership Indicators

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

   No significant observations were identified in the assessment of human rights complaints; therefore, it was not necessary to modify or introduce any new business processes at this time.

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

   AWHCL conducts comprehensive Human Rights surveys to gather feedback and insights from diverse stakeholders across its operations and value chain. The findings and recommendations gathered through these assessments are consolidated into detailed reports and reviewed by senior management to identify areas for improvement and implement appropriate corrective and preventive actions. The survey outcomes, along with planned enhancement measures, are communicated transparently across the organisation to strengthen awareness and accountability. In addition, the learnings from these assessments are incorporated into key organisational frameworks and policies, including the Code of Conduct and Whistle-blower Policy, reinforcing a culture of ethical conduct, continuous improvement, and responsible business practices throughout the organisation.

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?**

   AWHCL remains committed to creating an inclusive and accessible workplace environment that supports individuals of all abilities across its office locations. The organisation has equipped its offices with accessibility features, such as lifts, to facilitate movement for individuals with mobility challenges. Dedicated accessible washrooms, featuring accessible entryways, grab bars, and raised toilet seats, have also been developed to enhance convenience and comfort.

   To further strengthen accessibility infrastructure, the organisation is progressively installing ramps, handrails, and other assistive physical facilities at locations where such enhancements are yet to be completed. These initiatives aim to enable persons with disabilities to access workplace facilities safely, independently, and with dignity. Through these measures, the Company not only complies with the provisions of the Rights of Persons with Disabilities Act, 2016, but also reinforces its commitment to fostering an inclusive, supportive, and equitable work environment for all.

PRINCIPLE: 6

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

AWHCL recognises environmental stewardship as integral to its business purpose and long-term value creation. As a Company operating in the municipal solid waste management sector, it contributes to environmental protection through responsible waste processing, resource recovery, renewable energy generation, circular water management and emission reduction initiatives across its facilities.

The Company continues to strengthen its environmental stewardship through a range of initiatives, including Waste-to-Energy operations, methane capture, leachate treatment and recirculation, reuse of treated wastewater, rainwater harvesting, bio-mining of legacy waste, odour control systems, and community awareness programmes on segregation, reuse and recycling. These interventions are aimed at reducing landfill dependency, conserving freshwater resources, mitigating greenhouse gas emissions, enhancing resource recovery, and supporting the restoration of land affected by legacy waste, thereby reinforcing AWHCL's commitment to sustainable and circular waste management.

AWHCL remains committed to complying with applicable environmental laws and advancing sustainable, circular and climate-resilient waste management solutions that protect natural resources and contribute to cleaner communities.

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources [In Terajoule (TJ)]		
Total electricity consumption (A)	42.66	52.25
Total fuel consumption (B)	-	
Energy consumption through other sources (C)	-	
Total energy consumed from renewable sources (A+B+C)	**42.66**	**52.25**
From non-renewable sources [In Terajoule (TJ)]		
Total electricity consumption (D)	18.24	12.36
Total fuel consumption (E)	393.76	325.06
Energy consumption through other sources (F)	-	
Total energy consumed from non-renewable sources (D+E+F)	412.00	337.42
Total energy consumed (A+B+C+D+E+F)	**454.65**	**389.67**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000000043	0.000000042
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000088	0.00000086
Energy intensity in terms of physical output	-	-
Energy intensity per tonne of Waste managed in a year	0.000080	0.000096

Notes:

1. *The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2024-25 and FY 2025-26 published by International Monetary Fund (IMF) for India which is 20.66 and 20.34 respectively.*
2. *The figures for FY2024-25 have been restated due to changes in the methodology and calculation approach.*

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.

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,48,308	1,38,783
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater Harvesting)	8,280	18,524
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,56,587**	**1,57,307**
Total volume of water consumption (in kilolitres)	**1,52,816**	**1,53,563**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	**0.000015**	**0.000016**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**0.00030**	**0.00034**
Water intensity in terms of physical output	NA	NA
Water intensity in terms vehicles fleet	1.59	1.65

Notes:

1. *The Rainwater Harvesting facility is implemented at Kanjurmarg Site.*
2. *The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2024-25 and FY 2025-26 published by IMF for India which is 20.66 and 20.34 respectively.*
3. *The Water intensity in terms vehicles fleet is calculated by dividing the total volume of water used for washing vehicles by the number of vehicles.*
4. *The figures for FY2024-25 have been restated due to changes in the methodology and calculation approach for water data.*

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 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	3,771	3,744
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**3,771**	**3,744**

Notes:

1. *The total water discharge has been estimated based on the assumption that 90% of the water used during vehicle washing is discharged.*
2. *The figures for FY2024-25 have been restated due to changes in the methodology and calculation approach for water consumption data.*

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 has implemented Zero Liquid Discharge (ZLD) systems across relevant operating facilities to maximise the treatment, reuse, and recirculation of wastewater. These mechanisms are designed to reduce freshwater dependency, minimise wastewater discharge, and promote circular water management, while the Company continues to enhance its water management practices towards achieving higher levels of water reuse and discharge minimisation.

At our PCMC WtE Facility, more than 76,460 kilolitres of treated sewage water undergo further purification through our in-house treatment system and is utilised as boiler feed water for steam generation, which in turn powers turbines to produce electricity. The resulting wastewater is subsequently recycled for irrigation within the facility premises, supporting green cover development. This integrated, closed-loop approach conserves freshwater resources and prevents water pollution.

Similarly, our Kanjur facility adopts a comprehensive leachate management system to treat leachate generated from bioreactor landfills (BLFs) and windrow composting operations. Leachate is collected through an HDPE pipeline network and channelled to a raw collection pond for treatment. Using a microbe-based biological treatment process followed by sand and activated carbon filtration, the treated effluent is reused for dust suppression and irrigation of green spaces.

To further enhance resource efficiency, the facility has implemented a leachate recirculation system that reinjects treated leachate into BLFs through infiltration galleries. This process maintains optimum moisture levels for municipal solid waste decomposition, accelerates biodegradation in ageing landfills, and contributes to emissions reduction.

In FY 2025-26, the Kanjur facility generated more than 75,970 cubic metres of leachate, of which over 48,600 cubic metres was recirculated within the BLFs and approximately 21,588 cubic metres was repurposed for dust suppression, compost washing, and gardening. Together, these initiatives demonstrate our commitment to circular water management, minimising freshwater dependency and advancing sustainable waste management practices.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Microgram /cubic meter (µg/m3)	169.07	140.15
SOx	Microgram /cubic meter (µg/m3)	56.57	34.47
Particulate matter (PM)	Microgram /cubic meter (µg/m3)	60.53	30.69
Persistent organic pollutants (POP)	-	-	0.01
Volatile organic compounds (VOC)	-	-	0.01
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

The air emission data disclosed in the prescribed format represents the average monitored values of both operating facilities taken together, namely the PCMC WtE Facility and the Kanjurmarg Facility. To ensure transparency and completeness, facility-wise monitoring data is also provided below. The average monitored concentrations were as follows: at the PCMC WTE Facility, NOx: 141.66 µg/mµ, SOx: 36.28 µg/mµ and particulate matter (PM): 7.01 µg/mµ; and at the Kanjurmarg Facility, NOx: 27.40 µg/mµ, SOx: 20.29 µg/mµ, particulate matter (PM): 53.53 µg/mµ, persistent organic pollutants (POP): 0.001 µg/mµ and volatile organic compounds (VOC): 0.001 µg/mµ.

These values are based on facility-level monitoring records and test reports and have been compiled by aggregating the available monitored concentration values into average figures for disclosure purposes. No separate estimation, extrapolation or conversion tool has been applied. Parameters that were not detected or were not applicable for the relevant facility have been reported as nil.

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	26,705	26,046
Total Scope 2 emissions		3,630	2,723
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent per rupee of turnover	0.0000028	0.0000031
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 CO_2 equivalent per rupee of turnover adjusted for PPP	0.000059	0.000064
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity per tonne of Waste managed in a year	Metric tonnes of CO_2 equivalent per tonne of waste	0.005	0.006

Note: *The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2024-25 and FY 2025-26 published by IMF for India which is 20.66 and 20.34 respectively.*

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.

Yes, AWHCL has undertaken several initiatives to reduce greenhouse gas (GHG) emissions through renewable energy generation and sustainable waste management practices. In FY 2025–26, the Company avoided approximately 10,071 tCO_2e emissions through renewable energy deployment at the Kanjurmarg facility, PCMC WtE facility, and aerobic composting initiatives.

A key contributor is the PCMC WtE facility, which processes around 1,000 tonnes of MSW per day using advanced technologies such as anaerobic digestion and biomass gasification. The facility generates nearly 14 MW of green power, with 11.9 MW of net electricity exported to the grid. During FY 2025–26, the plant generated ~69.3 million units of green electricity, taking the cumulative electricity generated since inception to around 203 million units, supporting the transition towards low-carbon and circular waste management systems.

At the Kanjurmarg facility, AWHCL generated 3.88 million units of renewable electricity by harnessing landfill gas from its integrated solid waste management operations. The site has the capacity to process approximately 7,500 metric tonnes of waste per day and employs advanced Material Recovery Facility and bioreactor landfill technologies. The captured landfill gas generated around 960 kW of renewable power, which was utilised for captive consumption, reducing dependence on conventional energy sources and further lowering the Company's carbon footprint

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9.95	10.38
E-waste (B)	0.22	0.15
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (G)	-	-
Other Non-hazardous waste generated - Paper and Food Waste (H)	188.98	197.13
Total (A+B + C + D + E + F + G + H)	**199.15**	**207.66**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000018	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000003	-
Waste intensity in terms of physical output	-	-
Waste intensity in terms of full-time employees	0.18	-
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	139.47	145.40
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**139.47**	**145.40**
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 (Composting)	59.68	62.25
Total	**59.68**	**62.25**

Note: *1. The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2024-25 and FY 2025-26 published by IMF for India which is 20.66 and 20.34 respectively.*

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.

AWHCL manages waste across its operations in compliance with the applicable provisions of the Solid Waste Management Rules, 2016, and relevant Urban Local Body requirements. The Company adopts an integrated waste management approach that emphasises waste segregation at source, resource recovery, recycling, energy recovery, and environmentally sound disposal, while continuously improving operational efficiency and advancing circular economy principles.

The Company implements appropriate waste treatment and pollution control measures, including leachate treatment, methane capture, and water reuse systems, wherever applicable, to minimise environmental impacts and optimise resource utilisation. Non-recyclable waste is channelled for energy recovery where feasible, while recyclable and biodegradable waste streams are processed through suitable recovery and treatment mechanisms to maximise value recovery and reduce dependence on landfilling.

AWHCL's operations do not involve the use or generation of hazardous or toxic chemicals as part of its core business processes.

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:**

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.
Kanjurmarg site	Composting unit	Yes, the composting unit at the Kanjurmarg facility processes segregated organic waste received from the MRF system. The site is equipped with a leachate collection pond and a leachate treatment plant, which help minimise environmental emissions while controlling odour through proper aeration and treatment processes. The collected leachate is further treated to reduce its Biochemical Oxygen Demand (BOD) levels and ensure compliance with prescribed regulatory limits before reuse or disposal.

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

    No

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

    Yes, we comply with all applicable laws and regulations.

Leadership Indicators

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

   The Company doesn't have any operations in areas of water stress.

2. **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.**

   At the Kanjurmarg facility, leachate is treated through a dedicated treatment process to lower its Biochemical Oxygen Demand (BOD) levels to permissible limits, thereby minimising environmental impacts and supporting responsible wastewater management.

3. **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,:**

Sr. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1.	Waste-to-Energy	At the PCMC facility, AWHCL operates a Waste-to-Energy plant that processes approximately 1,000 tonnes of municipal solid waste per day using advanced mass-burn technology. The plant generates nearly 14 MW of renewable electricity, of which 11.9 MW is exported to the grid. The facility operates on treated wastewater sourced from the Chikhali Sewage Treatment Plant, promoting efficient resource utilisation and circular water management.	Contributed to reducing reliance on fossil fuel-based energy, avoided approximately 7 lakh tonnes of CO_2 emissions annually, and conserved freshwater resources through the use of treated wastewater.
2.	Integrated Solid Waste Management	The Kanjurmarg facility manages up to ~7500 MT of waste per day through an integrated system comprising MRF, composting units, bioreactor landfill technology, and leachate treatment infrastructure. The facility enables efficient waste segregation, methane capture for renewable energy generation, and leachate recirculation to accelerate waste stabilisation.	Reduced greenhouse gas emissions through methane recovery, resource recovery, and renewable energy generation, while enhancing landfill efficiency and supporting sustainable waste management practices.

Sr. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
3.	Bio-Mining Facility	AWHCL's CIDCO bio-mining facility employs a combination of mechanical and biological treatment processes to recover reusable materials from legacy waste accumulated in landfill sites. The facility has bio-mined 3,00,000 tonnes of waste, contributing to the remediation of old dumpsites and recovery of valuable land resources.	Reduced environmental risks associated with legacy waste, minimised greenhouse gas emissions and leachate generation, helped prevent potential groundwater contamination, and enabled the reclamation of approximately 18.5 acres of land.
4.	Sustainable Waste Processing	AWHCL adopts environmentally responsible waste processing and disposal practices across its operations, focusing on maximising resource recovery, reducing landfill dependency, and promoting circular economy principles.	Enhanced recovery of valuable resources from municipal waste streams, reduced environmental impacts, and contributed to cleaner and more sustainable communities.
5.	Odour Control	AWHCL deploys fine mist cannons and misting systems at key waste handling and processing zones to control odour dispersion and airborne particulates.	Reduced odour intensity and nuisance impacts across the facility and surrounding communities

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

By proactively identifying and mitigating business continuity risks, AWHCL has strengthened its resilience to disruptions, minimised operational impacts, and ensured the uninterrupted delivery of essential services to customers and communities

To enhance business resilience, the Company focuses on:

- Diversifying its services and revenue streams across multiple waste management segments and customer categories.
- Investing in resilient infrastructure and backup systems to maintain operational continuity and efficiency.
- Strengthening supply chain relationships and implementing contingency plans to reduce dependency and disruption risks.
- Engaging transparently with stakeholders to reinforce confidence in the Company's risk management and response capabilities.
- Periodically reviewing and updating insurance coverage and business continuity plans to enhance preparedness and mitigate financial risks.

The Company's promoters bring extensive engineering expertise and deep industry experience in waste management, providing AWHCL with a strong competitive advantage in navigating sector complexities and capitalising on emerging opportunities. Guided by this leadership, AWHCL remains committed to delivering innovative, efficient, and sustainable solutions that address evolving customer needs while creating long-term value for communities and the environment.

5. 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.

Not Applicable

PRINCIPLE: 7

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

AWHCL recognises that responsible engagement with public and regulatory policy is an important element of transparent corporate conduct and sustainable value creation. The Company undertakes such engagement, wherever applicable, in a principled, ethical and accountable manner, ensuring that its interactions with industry bodies, regulators and other relevant stakeholders are aligned with applicable laws, the interests of the sector, and the broader objective of public good. Through its association with recognised industry forums, the Company seeks to contribute constructively to discussions on policy matters while maintaining transparency, integrity and fairness in all such engagements.

Essential Indicators

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

The Company is affiliated with one industry association.

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.**

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	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.**

Not Applicable as there are zero instances of anti-competitive conduct by the Company.

PRINCIPLE: 8

Businesses should promote inclusive growth and equitable development

AWHCL places inclusive growth at the core of its business philosophy, recognising that equitable development is fundamental to responsible operations and sustained value creation. As an integral part of the municipal solid waste management ecosystem, the Company actively advances shared prosperity by deepening community engagement, strengthening accessible and effective grievance redressal frameworks, empowering local and MSME suppliers, and enabling livelihood generation across its value chain. This commitment to inclusivity is further embedded through focused CSR initiatives spanning education, healthcare, environmental stewardship, and community development, designed to uplift vulnerable and marginalised sections of society.

Through these concerted efforts, AWHCL ensures that its growth trajectory is inherently inclusive—driving not only business performance but also widening social impact, fostering local economic participation, and contributing to resilient and sustainable communities.

Essential Indicators

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

   No such Assessment was applicable and done by the Company in the current financial year.

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

   Not Applicable

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

   AWHCL has established a robust and transparent grievance redressal mechanism to address community concerns promptly and fairly. Community members can raise complaints through accessible channels, including dedicated toll-free numbers displayed on vehicles, notice boards, and project sites. Each grievance is assigned a unique reference number, enabling seamless tracking and monitoring throughout the resolution process.

   A trained resolution team acknowledges, investigates, and resolves complaints within defined timelines, with all grievances and outcomes systematically documented. Through regular monitoring and continuous improvement of the process, AWHCL ensures transparency and accountability while fostering trust and meaningful engagement with communities. The Company remains committed to delivering quality solutions and creating long-term value by building relationships based on responsiveness, mutual respect, and stakeholder participation.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	46.19%	47.62%
Directly from within India	98.87%	98.37%

Note: *The figures for FY2024-25 have been restated due to changes in the methodology and calculation approach.*

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 2025-26	FY 2024-25
Rural	-	-
Semi-urban	-	-
Urban	24.89%	25.57%
Metropolitan	75.11%	74.43%

(Places categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

   AWHCL, as part of a pilot CSR initiative in the Aspirational District of Visakhapatnam, implemented a targeted intervention to strengthen access to nutritious mid-day meals for children enrolled in Government and Government-aided schools. During FY 2025–26, the Company supported the provision of meals to 100 beneficiaries across 232 school working days, with the pilot designed to evaluate impact and scalability in underserved communities. The initiative contributed to improved nutritional intake, enhanced school attendance, and better learning readiness among participating students. Through this focused pilot, AWHCL seeks to develop a replicable model that advances inclusive growth, supports educational continuity, and enhances the overall well-being of young learners in aspirational regions.

Sr. No.	State	Aspirational District	Amount spent
1	Andhra Pradesh	Visakhapatnam	₹ 1,50,000

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

   Yes

b. From which marginalized /vulnerable groups do you procure?

We recognise the unique challenges and opportunities faced by marginalised communities, including women entrepreneurs who form an important part of its value chain ecosystem. In line with its commitment to inclusive growth and social development, various initiatives have been undertaken to support and empower these stakeholders, creating a positive, sustainable impact on their livelihoods and business opportunities. These initiatives also enable the organisation to assess the effectiveness and outcomes of its engagement approach, which, in turn, informs continuous strengthening and progressive scaling to enhance long-term impact and inclusivity.

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

Nearly 1% of the specified articles.

PRINCIPLE: 9

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

AWHCL operates predominantly in the Business-to-Government (B2G) segment, providing essential municipal solid waste management and allied environmental services to urban local bodies, municipal corporations and public authorities. While the Company's contractual relationships are primarily with government institutions, the nature of its services places citizens at the centre of its value chain. The Company's operations directly influence the everyday quality of life of citizens through timely waste collection, scientific transportation, processing, recycling, resource recovery and safe disposal. In this context, citizens represent the ultimate consumers and beneficiaries of the Company's services, as the effectiveness of waste management systems has a direct bearing on public hygiene, environmental sustainability, urban cleanliness and community well-being.

Recognising this responsibility, AWHCL endeavours to engage with citizens and communities in a transparent, responsive and responsible manner. The Company focuses on delivering reliable and efficient services, strengthening grievance redressal mechanisms, promoting awareness on source segregation and responsible waste disposal, and encouraging citizen participation in sustainable waste management practices. Through continuous engagement with municipal authorities, local communities and other stakeholders, AWHCL seeks to enhance service quality, build public trust and create shared value beyond contractual obligations. By aligning its operational excellence with citizen-centric outcomes, the Company contributes to cleaner cities, improved public health, reduced environmental impact and a more sustainable urban ecosystem.

Essential Indicators

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

Please answer to the question no. 3 of Essential Indicators of Principle 8.

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

AWHCL operates in the municipal solid waste management sector, where its services inherently contribute to environmental protection and social well-being. The Company's service portfolio integrates principles of safe and responsible handling, recycling/resource recovery, and scientific disposal in compliance with regulatory standards. As a service-based entity, conventional product-level disclosures are not directly applicable; however, 100% of its turnover is aligned with activities that promote responsible waste management, including recycling and safe disposal outcomes

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

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

Complaints	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	9,703	-	Refer Note below	9,234	-	Refer Note below
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

Note: *Given the nature of the Company's operations, service-frequency-related complaints are received from time to time and are resolved on the same day, with citizen concerns being accorded the utmost priority.*

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

Not applicable owing to the nature of business.

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 to the policy.

Yes, the Company has established a robust Cyber Security Policy designed to address cyber security threats and data privacy-related risks across its digital and operational infrastructure. The policy defines the organisation's approach towards protecting information assets and technology systems through structured risk identification, security governance, and preventive control mechanisms.

To strengthen cyber resilience, the organisation has implemented various security measures, including physical access controls, malware protection systems, vulnerability assessment and penetration testing processes, antivirus solutions, administrative security controls, password management practices, data backup procedures, and secure connectivity protocols such as Virtual Private Networks (VPNs). The Company's website also uses cookies and traffic monitoring tools to support cyber threat analysis, enhance system security, and help identify potential cyber incidents.

The organisation ensures that personal information is not collected through these monitoring activities, except for IP addresses used strictly for security and incident investigation purposes. Furthermore, system log data is periodically deleted in accordance with internal protocols to reinforce privacy protection and responsible data management practices.

More detailed information is available on the website of the Company at **https://www.antony-waste.com/docs/investors/corporate-governance/policies/Privacy_Policy.pdf**

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 the safety of products/services.

AWHCL follows a structured approach towards addressing concerns related to customer service, advertising practices, cybersecurity, and data privacy through focused corrective and preventive actions. The Company regularly evaluates stakeholder feedback, strengthens internal processes, and conducts continuous employee awareness and training programmes to ensure prompt, transparent, and effective resolution of issues. Leveraging advanced technologies and efficient communication mechanisms, AWHCL enhances service quality and customer responsiveness while ensuring that product recalls and safety-related matters are handled in compliance with applicable regulatory standards and prescribed procedures. Any instances of regulatory non-compliance are carefully reviewed, with corrective safeguards implemented to minimise the risk of recurrence.

To further reinforce its information security framework, the Company adopts robust cybersecurity measures, including application whitelisting and continuous user sensitisation initiatives aimed at mitigating digital risks. AWHCL also prioritises compliance with data protection and privacy regulations through the implementation of a comprehensive Privacy Policy and responsible data governance practices. Collectively, these efforts demonstrate the Company's commitment to maintaining customer trust, strengthening accountability, and delivering reliable and responsible services across its operations.

7. Provide the following information relating to data breaches:

a	Number of instances of data breaches:	0
b	Percentage of data breaches involving personally identifiable information of customers:	0
c	Impact, if any, of the data breaches:	Not Applicable

Leadership Indicators

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

The services offered by the Company can be accessed at the website of the Company i.e. www.antony-waste.com

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

AWHCL acknowledges that sustainable waste management requires not only technological solutions but also active community participation and behavioural transformation. To support this objective, the organisation conducts dedicated awareness programmes focused on educating citizens about responsible waste management practices, particularly the importance of source segregation by separating waste into wet, dry, and domestic hazardous categories at the point of disposal. This approach contributes to reducing landfill dependency, improving operational efficiency in waste collection and transportation, and strengthening recycling and resource recovery processes.

The organisation also undertakes hands-on training and capacity-building sessions for residential communities, educational institutions, commercial establishments, offices, and hospitality entities to encourage the integration of sustainable waste management practices into daily activities. Conducted in collaboration with local NGOs, these programmes create awareness regarding different waste categories, segregation techniques, proper waste handling and disposal methods, and opportunities for waste minimisation, reuse, and recycling.

To further enhance public outreach and engagement, AWHCL actively utilises digital platforms, including its website and social media channels, to promote awareness of environmental responsibility and best practices in waste management. These campaigns share organisational updates, citizen testimonials, success stories, and stakeholder feedback while encouraging participation through interactive activities such as surveys, contests, quizzes, and awareness challenges. Through continuous engagement and awareness-building initiatives, the organisation seeks to promote a sense of shared responsibility and encourage greater citizen involvement in developing a cleaner and more sustainable waste management ecosystem.

3. A) Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)

Not Applicable owing to the nature of the business.