REF: SWIGGY/SE/2026-27/34

July 24, 2026

To,
The Deputy Manager
Department of Corporate Services
BSE Limited
PJ Towers, Dalal Street
Mumbai -400001.
Scrip Code: 544285

To,
The Manager
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G Block
Bandra-Kurla Complex, Bandra (E),
Mumbai-400051.
Symbol: SWIGGY

Sub.: Business Responsibility and Sustainability Report for FY 2025-26

Ref.: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations')

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2025-26, along with an Independent Practitioners' Limited Assurance Report provided by M/s. Grant Thornton Bharat LLP, which forms a part of the Annual Report for FY 2025-26.

This is for your information and records.

Thanking you,

Yours faithfully,
For **Swiggy Limited**

Cauveri Sriram
Digitally signed by Cauveri Sriram
Date: 2026.07.24 13:44:04 +05'30'

Cauveri Sriram
Company Secretary & Compliance Officer

Business Responsibility and Sustainability Report

> Our commitment is simple: to build a business that scales responsibly, creates opportunity inclusively, and delivers impact sustainably.

At Swiggy, our ambition has always been to build a business that creates value at scale while doing so responsibly. We believe that sustainable growth is driven not only by innovation and execution, but by choices that strengthen the resilience of our ecosystem and expand opportunity for everyone who participates in it.

Over the past year, we continued to advance this commitment across key dimensions of environmental stewardship, inclusion, and responsible business conduct.

As we work towards enabling a more sustainable future, we have accelerated progress on reducing our environmental footprint across both our operations and ecosystem. Our electrification efforts helped avoid 13,308 tonnes of CO_2 emissions in FY 2025-26, while initiatives such as Eco-Saver feature successfully optimised delivery routes, resulting in a significant reduction of 8.9 million kilometers traveled in FY 2025-26, this prevented 812.6 metric tons of CO_2 emissions from entering the atmosphere, equivalent to powering 158 average homes with clean energy for an entire year. Through cloud optimisation and infrastructure efficiencies, we also avoided approximately 1,300 metric tonnes of CO_2 emissions during FY 2025-26. In parallel, we continued to advance more responsible consumption and circularity, with 3,328 metric tonnes of plastic offset through recycling initiatives.

Alongside environmental action, we remained focused on strengthening trust and creating meaningful impact across our ecosystem. We continued to invest in the well-being and security of delivery partners with over ₹ 21 crore disbursed as insurance claims in FY 2025-26, reinforcing our commitment to supporting them. We also strengthened quality and trust across our restaurant ecosystem, while continuing to create more pathways for inclusion and recognition across our partner network.

These outcomes reflect a broader belief that responsibility cannot sit at the margins of business, it must be embedded into how we build, grow, and serve.

Our progress has also been recognised externally. During the year, Swiggy achieved a prestigious 'AA' rating in the 2025 MSCI ESG Ratings Assessment, reflecting the strength of our sustainability and governance practices. We were also recognised as a 'Leader' in the NSE Sustainability Ratings and Analytics with a score of 78, underscoring our performance across environmental, social, and governance dimensions.

While we are encouraged by the progress we have made, we recognise that the journey ahead calls for continued ambition and accountability. We remain committed to creating long-term value while contributing to a more inclusive, resilient, and sustainable future.

Thank you to our employees, delivery partners, restaurant partners, merchants, customers, investors, and communities for being part of this journey.

Sriharsha Majety
Managing Director and Group CEO
Swiggy Limited

Swiggy
Corporate Overview
Statutory Reports
Financial Statements

SECTION A GENERAL DISCLOSURES

Swiggy is one of India's largest consumer technology platforms, reimagining how the country eats, shops, and lives. From food delivery and quick commerce to out-of-home dining and corporate solutions, our platform connects millions of consumers with a vast network of restaurants, delivery partners, and small businesses every single day powered by technology, anchored in trust, and built for India's everyday convenience economy.

Pan-India Footprint
Active operations across more than 700 cities in India, supported by a deeply distributed network of stakeholders including restaurant partners & delivery partners.

Globally Benchmarked
Sustainability disclosures aligned to GRI Standards, SASB, TCFD, and the UN Sustainable Development Goals (SDGs) embedding international best practice into Swiggy's reporting framework.

More than 1000 million orders delivered by an average of 6.49 lakh monthly transacting delivery partners in FY 2025-26.

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74110KA2013PLC096530
2.	Name of the Listed Entity	SWIGGY LIMITED
3.	Year of incorporation	2013
4.	Registered office address	Sumadhura Capitol Towers, 3rd- 6th Floor – Tower 1, Sy. No. 14 & 158, Pattanduru Agrahara, K R Puram Hobli, Bengaluru East Taluk, Bengaluru, Karnataka – 560066
5.	Corporate address	Sumadhura Capitol Towers, 3rd- 6th Floor – Tower 1, Sy. No. 14 & 158, Pattanduru Agrahara, K R Puram Hobli, Bengaluru East Taluk, Bengaluru, Karnataka – 560066
6.	E-mail	secretarial@swiggy.in
7.	Telephone	080-68422422
8.	Website	www.swiggy.com
9.	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital	₹ 276 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Neha Singhvi Email: sustainability@swiggy.in, secretarial@swiggy.in Phone: 080 - 68422422
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis *
14.	Name of assurance provider	Grant Thornton Bharat LLP
15.	Type of assurance obtained	Limited Assurance

** For more details, refer to our response to Question 18*

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Information Service Activities	Other information service activities	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	Other information service activities (Food Delivery and Restaurant Exploration)	63999	100%

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	-	4	4
International	-	-	-

**As of 31 March 2026, Swiggy has presence in 68 offices (a mix of co-working spaces and leased offices), of which four key offices – each employing over 100 employees – collectively accounting for more than 68% of Swiggy's workforce and core infrastructure. These offices define the environmental reporting boundary, determined by materiality, operational control, and contextual relevance, and reflect Swiggy's flexible, people-centric workplace model.*

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	35 (28 states and 7 Union Territories)
International (No. of Countries)	-

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

Not Applicable.*

**Swiggy is a technology-driven, platform-based company operating solely in India, offering doorstep food delivery and restaurant discovery services; export-related disclosures are not applicable.*

c. A brief on types of customers

Swiggy serves a diverse customer base across its food delivery, restaurant discovery, table reservation, and curated dining verticals. Within our reporting boundary, 'Customers' represent two primary stakeholder groups:

1. **End Consumers (Platform Users)**

   Individual consumers across diverse demographics utilise our digital platforms to order food, discover restaurants, and book dining experiences. We drive value for this segment by prioritising digital accessibility, convenience, data privacy, and secure transaction experiences.

2. **Restaurant Partners and Food Entrepreneurs**

   Micro, small, medium, and institutional food service establishments - including traditional restaurants and cloud kitchens - that collaborate with our platform. We empower this network by providing:

   a. **Digital Inclusion:** Equipping local businesses with online visibility and data tools to scale equitably.

   b. **Shared Logistics:** Granting access to an optimised last-mile delivery infrastructure that enhances operational efficiency.

   Leveraging its integrated end-to-end ecosystem, Swiggy connects a vast network of restaurant partners and entrepreneurs with a broad consumer base, enabling operational efficiencies while enhancing the quality, accessibility, and overall culinary experience across its platform.

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)	5321	4148	77.96%	1173	22.04%
2.	Other than permanent (E)	3726	3205	86.02%	521	13.98%
3.	Total employees (D + E)	9047	7353	81.28%	1694	18.72%
WORKERS						
4.	Permanent (F)*	Not Applicable				
5.	Other than permanent (G)**	303	247	81.52%	56	18.48%
6.	Total workers (F + G)	303	247	81.52%	56	18.48%

** Swiggy does not engage permanent workers. Hence, details sought for 'Permanent workers category is '0' throughout this report.*

*** Other than permanent workers include housekeeping and security guards. Delivery partners are value chain partners and hence, they are not part of Swiggy's workforce.*

b. Differently abled Employees and Workers

Sl. No	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	3	100%	0	0%
2.	Other than permanent (E)	0	0	0	0	0%
3.	Total differently abled employees (D + E)	3	3	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)*	-	-	-	-	-
5.	Other than permanent (G)**	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

** Swiggy does not engage permanent workers. Hence, details sought for 'Permanent workers category are '0' throughout this report.*

*** Other than permanent workers include housekeeping and security guards. Delivery partners are value chain partners and hence, they are not part of Swiggy's workforce.*

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

	FY 2025-26 Male	FY 2025-26 Female	FY 2025-26 Total	FY 2024-25 Male	FY 2024-25 Female	FY 2024-25 Total	FY 2023-24 Male	FY 2023-24 Female	FY 2023-24 Total
Permanent Employees	34.72%	35.42%	34.87%	33.60%	32.11%	33.37%	57.82%	55.67%	57.47%
Other than Permanent employees	128.53%	65.52%	119.31%	Due to a change in the internal tracking system, data for "other category" employees is available only from FY 2025–26; hence, prior-year data has not been disclosed.					

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

The details of Swiggy Limited's wholly-owned subsidiaries, company-controlled trust, step-down subsidiary, associate company, and subsidiary of associate are provided in the Notes to the Standalone Financial Statements (Pages 356 and 357), which form a part of Swiggy's Annual Report for FY 2025-26.

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	Swiggy Networks Limited (Formerly known as Swiggy Networks Private Limited & Scootsy Logistics Private Limited)	Subsidiary	100%	Yes
2	Supr Infotech Solutions Limited (Formerly known as Supr Infotech Solutions Private Limited)	Subsidiary	100%	Yes
3	Swiggy Neocap Private Limited (Formerly known as Swiggy Sports Private Limited)	Subsidiary	100%	Yes
4	Swiggy Instamart Private Limited	Step-down subsidiary	100%	Yes
5	Lynks Logistics Limited	Step-down subsidiary	100%	Yes
6	Loyal Hospitality Private Limited	Associate Co.	21.72%	Yes
7	Swiggy Employee Stock Option Trust	Trust under the control of the Company	NA	NA

VI. CSR Details

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

Swiggy has duly constituted a CSR & Sustainability Committee and formulated a CSR Policy in compliance with the applicable statutory requirements. However, the provisions relating to mandatory CSR expenditure are not applicable for FY 2025-26, as the Company does not meet the financial threshold based on average-net-profit as prescribed under the Companies Act, 2013 for the reporting period.

(ii) Turnover (in ₹)* - ₹ 12,128 Crore

(iii) Net worth (in ₹) - ₹ 20,839 Crore

**The figures presented above include revenue from operations that were discontinued effective 1 April 2026.*

Corporate Overview
Statutory Reports
Financial Statements

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year: Number of complaints filed during the year	FY 2025-26: Number of complaints pending resolution at close of the year	FY 2025-26: Remarks	FY 2024-25** Previous Financial Year: Number of complaints filed during the year	FY 2024-25: Number of complaints pending resolution at close of the year	FY 2024-25: Remarks
Communities*	Yes, Link to Policy	2	3	We are duly represented at respective High Courts for the 3 PILs (under active hearing).	1	1	Includes complaints registered before judicial authorities.
Investors (other than shareholders)		0	0	Not Applicable.	169	0	Includes complaints filed with NSE and BSE.
Shareholders		5	1	-	0	0	
Employees and workers		61	10	Includes complaints registered before judicial authorities and internal complaints channel.	91	11	Includes complaints registered before judicial authorities and internal complaints channel.
Customers#		39	136	Includes complaints registered before judicial authorities and internal complaints channel.	35	97	Includes complaints registered before judicial authorities and internal complaints channel.
Value Chain Partners$		25	37	Includes complaints registered before judicial authorities and internal complaints channel.	11	19	Includes complaints registered before judicial authorities and internal complaints channel.
Others		2	10	Includes complaints registered before judicial authorities.	1	9	Includes complaints registered before judicial authorities.

**Communities refer to groups of people and social ecosystems that are directly or indirectly impacted by Swiggy's operations, presence, or value chain whether economically, socially, or environmentally.*

#Swiggy's Customers include two core groups:

- *Platform End Users who use Swiggy to order food and other essentials, explore restaurants, and book tables.*
- *Restaurant Partners and Entrepreneurs who leverage the platform to grow their reach and serve end users.*

$Swiggy's Value Chain Partners include:

- *Delivery Partners,*
- *Suppliers, Vendors, and*
- *Other Business Partners who enable our services through logistics, technology, and operational support.*

***This information has been updated in line with the methodology adopted for the reporting year.*

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	**Environmental:** Reducing Emissions	Opportunity & Risk	**Opportunity:** Climate action represents one of the most compelling strategic opportunities available to Swiggy in the current decade. A deliberate transition to a low-carbon operating model anchored by accelerated Electric Vehicle (EV) adoption, intelligent route optimisation, and renewable electricity integration in our operations, offers a clear pathway to bring efficiency in operating costs, strengthen brand equity, and unlock access to green financing instruments and sustainability-linked capital pools. Decarbonisation is positioned as an important component of Swiggy's long-term sustainability strategy, helping strengthen operational resilience while responding to evolving stakeholder and market expectations. **Risk:** Greenhouse gas emissions from operational energy use and large-scale last-mile delivery represent a material climate risk for Swiggy. Physical risks including extreme weather, urban heat stress, flooding, and rising climate variability can disrupt logistics continuity, compromise delivery partner safety, and impair platform reliability. Transition risks include tightening climate policy, low-carbon technology shifts, and rising stakeholder expectations as India advances toward its net-zero commitment pose further long-term exposures.	**Climate Risk Assessment (CRA):** During the reporting year, Swiggy conducted a comprehensive Climate Risk Assessment aligned with the IFRS S2/ TCFD recommendations to evaluate physical and transition risks across short, medium, and long-term horizons. Transition risks were assessed against the NGFS reference scenarios Net Zero 2050, Delayed Transition, and Current Policies while physical risks were evaluated using the IPCC SSP scenarios (SSP 2.6, 4.5, 8.5). The assessment covered Swiggy's most material operational hubs, including Bengaluru, Mumbai, Delhi-NCR (Gurugram), Hyderabad, Chennai, Kolkata and Pune, amongst others. The outcomes of the CRA directly inform the Company's climate risk adaptation roadmap, capital allocation priorities, and operational resilience planning. Our 2030 Commitments include a 100% low-carbon delivery fleet and 100% renewable electricity across direct operations. **Fleet Electrification:** Scaling EV adoption through OEM and financing partnerships, partner-affordability programmes, and targeted incentives. **Eco Saver Mode:** Platform feature enabling intelligent order batching and consolidated trips to reduce last-mile emission intensity. **Tech-Enabled Route Optimisation:** Algorithms reducing idle time, distance travelled, and per-order carbon intensity. **Renewable Energy Integration:** Progressive transition to clean energy at sites under direct operational control, lowering Scope 2 emissions. **Climate Resilience:** Informed by CRA outcomes weather-resilient gear, real-time weather advisories, and adaptive operating protocols during extreme weather events.	**Positive:** By undertaking proactive and comprehensive Climate Risk Assessments, Swiggy strengthens its resilience by mitigating exposure to climate related disruptions, carbon related regulatory costs, and other physical & transition risks. Furthermore, investments in decarbonisation is expected to deliver sustained operational efficiencies, enhance investor trust and expand access to green and sustainability - linked financing, thereby creating measurable commercial value alongside meaningful environmental impact. **Negative:** Delayed action on climate or failure to transition in a timely manner could expose the company to regulatory penalties, carbon-linked compliance costs, operational and service disruptions from extreme weather and reputational damage that may erode stakeholder trust and long-term competitiveness.
2	**Environmental:** Delivering Circular Change	Opportunity	The growing volume of single-use plastics and food-related waste across the value chain presents both an environmental responsibility and a strategic opportunity.	Swiggy's circular strategy is operationalised through a coherent set of value-chain interventions, anchored in achieving plastic neutrality and facilitating responsible packaging for 100% of our Restaurant Partners by 2030. **Plastic Reduction & Offsetting:** Reduction and offsetting across direct operations through reuse, recycling, and adoption of sustainable packaging. **Sustainable Packaging Transition:** Facilitate responsible packaging solutions to restaurant partners via awareness campaigns, incentives, and curated solution-provider partnerships. **Behavioural Nudges:** Platform features such as the 'cutlery-opt-out' model embedding waste-conscious choices at scale.	**Positive:** Circularity initiatives deliver reduction in long-term compliance costs and EPR-linked regulatory exposure, improving resource efficiency, reducing waste-related cost lines, and strengthening brand differentiation.
3	**Social:** Delivery Partner Well-being	Opportunity	Delivery partners are the operational backbone of Swiggy's platform, and their well-being is inseparable from platform resilience, service consistency, and brand strength. The Human Rights Risk Assessment (HRRA) aligned with the UN Guiding Principles (UNGP) and ILO Core Standards has helped systematically surface salient risks linked to gig-based work, including health and safety, fair earnings, grievance access, and protection of vulnerable groups. By embedding partner welfare, Swiggy strengthens its ability to attract and retain a motivated value chain while reinforcing its identity as a responsible corporate citizen.	Swiggy conducted a comprehensive Human Rights Risk Assessment to systematically identify and address salient human-rights risks across its employees, workers and delivery partner network, aligned with The UN Guiding Principles on Business and Human Rights (UNGPs); the ILO Core Conventions covering elimination of forced and child labour, and the UN Global Compact principles. The HRRA evaluated occupational health and safety, working hours, harassment and discrimination, grievance redressal, and the protection of women and vulnerable workers with outputs directly informing Swiggy's Delivering Safely programme and broader social-performance roadmap. In line with these HRRA findings, our comprehensive policies are firmly in place to support these initiatives. Swiggy's partner-first approach is institutionalised through the flagship 'Delivering Safely' programme. **Sanitation Access:** Free sanitation access across seven cities in India, enabling dignified working conditions for delivery partners. **Financial Literacy:** In collaboration with NSE, we conducted Financial Literacy sessions, while also providing online learning modules for our delivery partners.	**Positive:** Sustained investment in partner well-being reduces attrition, improves service consistency, strengthens platform reliability, thereby translating into measurable operational efficiency. Improved partner retention and productivity also lower disruption-driven costs and reinforce long-term value creation across the platform ecosystem.

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)
				Health & Accident Insurance: Comprehensive personal accident cover, 24×7 teleconsultation for physical and mental wellness, and medical insurance is extended to all Delivery Partners. For select eligible delivery partners, medical insurance and ambulance services extends to spouses and up to two children, with 100% of premium costs borne by Swiggy. Additionally, female partners also can get access to maternity cover, medical aid, and flexible delivery arrangements. **On-Road Emergency Support:** In-app SOS feature for real-time distress alerts and ambulance dispatch, backed by 24×7 ground response. **Weather Resilience Measures:** Distribution of high-quality weather gear (raincoats, jackets, windbreakers) and real-time weather advisories enabling informed, safety-conscious decisions. **Cooling Jackets:** Designed with advanced evaporative cooling technology, the cooling jacket lowers body temperature by 4-5°C. This solution improves Delivery Partner safety, comfort, and productivity during the summer season. **Harassment Redressal & Right to Refuse Unsafe Service:** Zero-tolerance policy on abuse, discrimination, or harassment, with prompt, partner-sensitive redressal mechanisms. **Vernacular Safety Training:** Periodic road-safety workshops conducted in partnership with traffic police and local authorities, delivered in regional languages. **Rest & Recovery Infrastructure:** Scaled deployment of dedicated resting points offering hygienic spaces for hydration, rest, and recovery during long shifts and extreme weather. **Recognition & Incentives:** Structured reward programmes celebrating safety adherence, service excellence, and tenure, fostering pride and belonging.	
4	**Social:** Food Integrity	Opportunity	Swiggy's platform is built on a vast network of restaurant and cloud-kitchen partners, enabling unmatched culinary diversity and reach across India. This scale carries the responsibility and opportunity to elevate food integrity and hygiene at a national level. As transparency, traceability, and accountability become decisive purchase drivers, structured food-integrity programmes enhance customer trust, reduce quality variability, and position Swiggy as a trusted custodian of the consumer experience.	Swiggy has institutionalised food integrity through the Swiggy Seal Food Integrity Certification, a dynamic, merit-based programme informed by over 7 million verified customer reviews. Key features include: ▪ **Independent Hygiene & Quality Audits:** Designed to elevate standards beyond regulatory compliance and embed continuous improvement. ▪ **Revocable Accreditation**: The Seal can be withdrawn in the event of lapses, ensuring sustained accountability and credibility. ▪ **Scaled Adoption:** The number of restaurants accredited with Swiggy Seal has seen an increase in FY 2025-26, from the prior financial year.	**Positive:** Elevated food-integrity standards reduce the risk of financial losses arising from customer claims, refunds, and regulatory penalties, while simultaneously strengthening brand equity, repeat ordering behaviour, and customer lifetime value, reinforcing Swiggy's long-term commercial resilience.
5	**Social:** Inclusive and Empowered Value Network	Opportunity	Swiggy's long-term value creation is intrinsically linked to the strength and inclusivity of its broader value network spanning its workforce, delivery partners, restaurant and cloud-kitchen partners, small businesses, and ecosystem stakeholders. Investing in this network through inclusive policies, targeted skilling, and growth-oriented interventions deepens social capital and creates competitive differentiation in a dynamic platform economy.	Guided by the Human Rights Risk Assessment, Swiggy has adopted a comprehensive, multi-stakeholder approach to value creation anchored in empowerment, equity, and long-term sustainability: **For Delivery Partners:** Over 25 lakh partners benefited from accident and health insurance, road safety and emergency-response training, SOS and ambulance services, weather-appropriate gear, and dedicated resting points. Flexible work models ensure transparent daily earnings, complemented by mental wellness support and financial literacy programmes. In FY 2025-26, over 21 crores, was disbursed in insurance claims to our delivery partners. **For Restaurant & Small Business Partners:** Access to food hygiene and quality certifications, responsible packaging guidance with vendor facilitation, and digital tools for visibility, performance analytics, and growth reinforced by structured onboarding and advisory support. **For Swiggy's Workforce:** Structured career pathways, internal mobility, and skilling opportunities, supported by inclusive workplace policies, equitable benefits, and a personalised well-being wallet. Leadership development, mentorship, and DE&I programmes nurture a culture of trust and ownership. **Ecosystem-Wide Interventions:** ▪ **Swigstree Brigade:** In partnership with the National Stock Exchange (NSE), financial literacy training covering budgeting, investments, and capital markets, with a dedicated focus on women delivery partners.	**Positive:** By proactively addressing human rights risks identified through the HRRA, Swiggy safeguards enterprise value and strengthens long-term financial performance. Improved partner well-being and inclusive practices support higher retention, productivity, and operational stability, reducing attrition-related and disruption-driven costs. Strategic investment in partner and workforce empowerment also drives platform reliability, stakeholder trust, regulatory alignment, and brand strength, contributing to sustained long-term value creation.

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)
				▪ **She The Change:** During the reporting year, Chief Guest, Shri Gajendra Singh Shekhawat, along with Sriharsha Majety, MD and Group CEO and Rohit Kapoor, CEO – Food Marketplace, felicitated 28 women from the F&B industry under the programme. The platform recognises 70,000+ women-run restaurants generating over 4,20,000 jobs, advancing Swiggy's goal of empowering 1,00,000 women across its ecosystem. ▪ **Entrepreneurship Support:** Building synergetic partnerships with 100+ startups across climate, logistics, and circularity, driving innovation and ecosystem job creation. Among these, Swiggy is actively working with over 35 startups dedicated to advancing our EV fleet operations and responsible packaging initiatives.	
6	**Governance:** Data Privacy & Cyber Security	Risk	As a leading digital platform, Swiggy processes a high volume of daily transactions involving customer, delivery partner, restaurant partner, and business data. The confidentiality and integrity of this information is foundational to operational continuity and to the trust that underpins every stakeholder relationship. In an environment marked by escalating cyber-threat sophistication, expanding attack surfaces, and a sharpening regulatory focus on data protection including India's Digital Personal Data Protection (DPDP) Act, robust cybersecurity and privacy practices have become core enablers of responsible digital growth. For Swiggy, these are not merely compliance obligations but strategic commitments to safeguarding the trust placed in the platform by millions of users every day.	Swiggy adopts a proactive, multi-layered approach to safeguarding its digital infrastructure and stakeholder data, underpinned by industry-leading frameworks and governance practices: ▪ **Advanced Encryption Protocols:** End-to-end encryption securing data in transit and at rest across all platform touchpoints. ▪ **AI-Driven Threat Detection & Response:** Real-time monitoring systems enabling early identification and rapid neutralisation of cyber risks. ▪ **Vulnerability Assessments & Penetration Testing:** Regular security audits and ethical hacking simulations to identify and remediate vulnerabilities pre-emptively. ▪ **Compliance & Governance:** Alignment with the DPDP Act and global data protection best practices, supported by robust internal policies and governance forums. ▪ **Cyber Awareness Training:** Mandatory information security and cyber-hygiene training for all employees, addressing phishing, social engineering, and insider threats. ▪ **Third-Party Risk Management:** Rigorous security assessments and contractual data-protection obligations for vendors and ecosystem partners with access to sensitive data. ▪ **Industry Certifications -** Swiggy holds ISO 27001:2022, ISO 27701:2019, and PCI DSS certifications, affirming adherence to globally benchmarked information security and privacy controls. These safeguards are aligned with Swiggy's broader sustainability commitment to strengthening data privacy and cybersecurity as enablers of long-term resilience and trust.	**Negative:** Cyber incidents represent a significant downside risk, with potential for material financial losses arising from business disruption, regulatory fines and legal liabilities under the DPDP Act and other applicable laws, customer attrition, and reputational damage. Sustained investment in cybersecurity infrastructure, governance, and human capability is therefore essential to protect Swiggy's revenue streams, brand equity, and compliance standing.
7	**Governance:** Strong Corporate Governance	Opportunity	Robust corporate governance and active corporate citizenship underpin Swiggy's long-term success in a rapidly evolving regulatory, social, and digital environment. Strong governance frameworks enable sound decision-making, effective risk oversight, and ethical conduct, building stakeholder trust and organisational resilience. As a publicly listed entity, governance excellence is increasingly a core differentiator. In parallel, corporate citizenship is a powerful lever for shared value creation, deepening community engagement, strengthening brand affinity, and reinforcing Swiggy's social license to operate.	Swiggy has institutionalised governance excellence through a comprehensive framework of oversight, accountability, and ethical leadership: ▪ **Board-Level Oversight:** Strategic guidance and independent oversight enabled through a structured Board complemented by dedicated Audit and Risk Committees. ▪ **Enterprise Risk Management (ERM):** A formal ERM framework systematically maps, monitors, and mitigates risks across strategic, operational, compliance, financial, and reputational domains, enabling proactive decision-making. ▪ **Centralised Compliance Management:** A robust compliance management system ensuring timely and consistent adherence to applicable laws, listing obligations, and internal controls. ▪ **Whistleblower Mechanism:** A strengthened, independently administered whistleblower framework that upholds confidentiality, protects complainants, and ensures accountable action on reported misconduct. ▪ **Ethical Leadership & Capacity Building:** Continued investment in leadership development, ethics training, and function-level capability building, embedding governance as an organisational value rather than a process.	**Positive:** Strong governance enhances investor confidence, reduces risk exposure, and reinforces Swiggy's commitment as a publicly listed company. In parallel, effective corporate citizenship deepens community goodwill, strengthens employee and partner engagement, and future-proofs the brand, building the stakeholder trust and social capital essential for long-term success in an increasingly accountability-driven economy.

Swiggy
Corporate Overview
Statutory Reports
Financial Statements

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

This section sets out the management systems and processes through which Swiggy operationalises responsible business conduct across its operations and value chain. It outlines the policies that guide our approach to each of the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC), the governance structures that provide oversight, and the leadership responsible for steering Environmental, Social and Governance (ESG) performance. Together, these disclosures reflect the institutional framework that supports the consistent implementation of Swiggy's responsible business commitments.

ESG Governance

A structured oversight model by the leadership ensures ESG accountability flows from strategy to execution.

Transparency by Design

All material policies including the Code of Conduct, Whistleblower, PoSH, ABAC, and Sustainability Policy are publicly hosted, ensuring stakeholders have on-demand access to how Swiggy operates.

Independently Assured

BRSR Core indicators independently assured by Grant Thornton Bharat LLP., lending external credibility to the Company's sustainability disclosures.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management systems									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
Web Link of the Policies, if available	Anti-Bribery and Anti-Corruption Code of Conduct Code of Conduct for Directors & Senior Management Code of Conduct to Regulate, Monitor and Report Trading by Insiders Leak of UPSI Policy Procedure for Fair Disclosure of UPSI Whistleblower Policy Conflict of Interest Policy Policy for Determination of Materiality of Events Policy for Preservation of Documents Related Party Transaction Board Diversity Familiarisation Nomination and Remuneration Performance Evaluation Succession Planning Terms of Appointment of Independent Directors Dividend Distribution Archival Policy	Responsible Sourcing Code Health & Safety IT Security Policy Data Breach Policy Privacy Policy Environmental / Sustainability Policy	Human Rights Policy Discrimination & Harassment Prevention Prevention of Sexual Harassment (POSH) Diversity, Equity and Inclusion Childcare and Parental Leave Learning & Development Health & Safety Domestic Travel	Code of Conduct Stakeholder Management and Grievance Redressal Policy CSR Policy Whistleblower Policy	Code of Conduct Human Rights Policy Discrimination & Harassment Prevention Prevention of Sexual Harassment (POSH) Responsible Sourcing Code	Code of Conduct CSR Policy Responsible Sourcing Code Environmental / Sustainability Policy	Code of Conduct Code of Conduct – BoD & SMP Anti-Bribery and Anti-Corruption Policy	Diversity, Equity and Inclusion Policy CSR Policy Responsible Sourcing Code	Privacy Policy Data Breach Policy IT Security Policy
b. Has the policy been approved by the Board? (Yes/ No)					Yes				
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				

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 adopted by your entity and mapped to each principle.	Code of Conduct is in alignment with UNGC principles, OECD guidelines and Universal Declaration of Human Rights and IOSCO principles	-	Swiggy's Health and Safety policy is aligned with ISO 45001:2018, ILO Occupational Safety Conventions, India's National Policy on Safety, Health & Environment at Workplace, Local labour laws	-	Swiggy's Human Rights Policy is aligned with UNGPs, ILO Core Conventions, Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, Factories Act, 1948, POSH, Child Labour Act	Swiggy's Environmental Policy is based on ISO 14001 (Environmental Management) standards, GHG Protocols, Indian Environment Laws (EPA 1986, PWMR 2016, E-waste Rules),	-	Swiggy's Responsible Sourcing Code is based on OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, UNGPs, ILO Core Conventions, Sedex/ SMETA Guidelines, India's National Guidelines on Responsible Business Conduct (NGRBC) ;	Swiggy maintains globally benchmarked information security certifications maintained - ISO 27001:2022, ISO 27701:2019, and PCI DSS.
	Anti-Bribery and Anti-Corruption policy is in alignment with UN Convention Against Corruption, UNGC Principle 10, OECD Anti-Bribery Convention, UK Bribery Act, US FCPA							Swiggy's DEI policy is based on OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, ILO Declaration on Fundamental Principles at Work (1996), UN Global Compact, Rights of Person with Disabilities Act 2016, ILO Convention No. 111	

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.
Swiggy has developed the 2030 sustainability goals for its operations. These goals represent the culmination of an inclusive and collaborative effort, involving extensive consultations with leaders, internal and external stakeholders across all businesses and teams, input from expert partners, thorough benchmarking, a comprehensive materiality assessment, and an in-depth analysis of the regulatory landscape. Our overarching organisation-level goals are outlined below:

1. **Reducing Emissions**
   - 1.1 **Low Carbon Fleet:** Transition to a 100% electric vehicle (EV) delivery fleet by 2030, enabling zero-emission deliveries.
   - 1.2 **Clean Energy:** Shift to 100% renewable energy in direct operations by 2030, leveraging sustainable solutions.
2. **Delivering Circular Change**
   - 2.1 **Plastic Circularity:** Ensure all plastic from direct operations is reduced or offset through reuse and recycling initiatives by 2025.
   - 2.2 **Sustainable Packaging:** Facilitate 100% of our restaurant partners to transition to responsible packaging alternatives by 2030.
   - 2.3 **Minimizing Waste:** Reduce perishable waste in our direct operations by 25% year-on-year through improved processes and automation in our value chain.
3. **Nurturing Networks and Communities**
   - 3.1 **Thriving Farms & Cooperatives:** If it grows here, it comes from here – ensuring every locally available harvest is indigenously sourced, uplifting farmers and strengthening regional economies.
   - 3.2 **Responsible Sourcing:** Ensure 100% of our value chain partners adhere to a Responsible Sourcing Code by 2030.
   - 3.3 **Little Lifts:** Enhance urban experiences in 5 major cities by 2030, bringing communities together and supporting welfare initiatives.
4. **Enriching Livelihoods & Building an Inclusive Workforce**
   - **4.1 Skilling & Employment:** Upskill, reskill, and facilitate participation of over 1 million individuals in our value chain by 2030, under the Swiggy Skills initiative.
   - **4.2 Fostering Entrepreneurship:** Accelerate solutions for climate action, circularity, and delivery logistics by collaborating with 100 startups by 2030.
   - **4.3 She The Change:** Empower 100,000 women in Swiggy's value chain by 2030, including entrepreneurs, delivery partners, and employees.
   - **4.4 Inclusive Growth:** Build a thriving, inclusive environment where individuals feel empowered to bring their authentic selves to work, driving greater diversity and representation.
5. **Promoting Culinary Diversity and Food Integrity**
   - **5.1 Culinary Legacy:** Celebrate culinary diversity, homegrown products, traditional cuisines and help 100 local brands scale geographically by 2030.
   - **5.2 Quality & Trust:** Confer 1 million partners with a distinction, like Swiggy Seal, by 2030 to uphold safety, hygiene, and quality standards.
6. **Advancing Delivery Partner Safety and Well-being**
   - **6.1 Delivering Safely:** Enhance delivery partner welfare and safety through targeted measures.
7. **Excellence in Corporate Governance**
   - **7.1 Great Governance:** Champion ethical leadership and conscious business practices to build trust, drive sustainable growth, and deliver enduring stakeholder value.
8. **Accelerating Digital Sustainability**
   - **8.1 Data Privacy and Security:** Continue to invest in encryption and privacy controls, maintaining high standards for all customer and partner data systems.
   - **8.2 Sustainable Technology:** Achieve a 50% reduction in IT-related emissions by 2030 through energy-efficient infrastructure, increased renewable energy adoption, and sustainable IT practices.
   - **8.3 Swiggy for Good:** Harness the power of technology and innovation to create sustainable, scalable solutions that address environmental and social challenges.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

For details on Swiggy's sustainability commitments and progress, please refer to pages 44 to 49 of the Annual Report.

Governance, leadership and oversight

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

At Swiggy, we believe that building a sustainable business and creating meaningful impact for the communities we serve are not competing priorities, they are deeply intertwined.

FY2025-26 has been a foundational year in our ESG journey. For the first time, conducted a Human Rights Due Diligence exercise and a Climate Risk Assessment both of which have sharpened our understanding of material risks across our value chain and will shape our strategy in the years ahead. From a governance standpoint, we have strengthened board-level ESG oversight, anti-corruption frameworks, and whistleblower mechanisms. On the environmental front, we are taking meaningful steps to reduce the carbon footprint of our last-mile operations by accelerating the adoption of electric vehicles across our delivery fleet, a commitment that sits at the heart of our climate action agenda.

Our delivery partners are the backbone of what we do, and their safety, well-being, and financial security remain a core business imperative. We are building systems and programmes to ensure that the hundreds of thousands of people who deliver for Swiggy every day are protected, supported, and given the opportunity to grow. We are also committed to expanding economic opportunities for women in delivery and logistics, a space where they have been historically underrepresented.

Swiggy achieved a prestigious 'AA' rating in the 2025 MSCI ESG Ratings assessment, reflecting our robust commitment to sustainable business practices and environmental, social, and governance excellence. Swiggy achieved a "Leader" status with a score of 78 in the NSE Sustainability Ratings & Analytics, underscoring our robust performance across environmental, social, and governance (ESG) dimensions.

Sriharsha Majety
Managing Director and Group CEO, Swiggy Limited.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies

Sriharsha Majety, Managing Director and Group CEO, Swiggy Limited.

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.

Swiggy has expanded the mandate of its existing CSR Committee to formally incorporate sustainability oversight, thereby constituting the Sustainability and CSR Committee, a dedicated Board-level body responsible for providing strategic direction and governance on sustainability matters.

This Committee forms a key pillar of the Company's sustainability governance framework. It ensures alignment of sustainability priorities with Swiggy's long-term business strategy and evolving stakeholder expectations. The Committee integrates sustainability considerations into Board-level decision-making, oversees progress against enterprise-wide sustainability goals, and upholds the integrity, transparency, and quality of sustainability-related disclosures.

In accordance with its approved charter, the Committee convenes at least twice annually to effectively discharge its responsibilities.

Composition of the Sustainability and CSR Committee:

1. Sriharsha Majety – Chairman (Managing Director & Group CEO)

2. Anand Kripalu – Member (Non-Executive Chairman and Independent Director)

3. Suparna Mitra – Member (Independent Director)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee	Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Swiggy's Senior Management periodically reviews the Company's performance against its policies, frameworks, and internal commitments. These reviews assess adherence, effectiveness, and progress on identified material matters. Key outcomes and insights from such reviews, particularly those relating to material sustainability and governance aspects, are reported to the Board of Directors and the relevant Board Committees to enable informed oversight and strategic guidance.	On a continuous basis
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Swiggy affirms that it complies with all applicable statutory and regulatory requirements. The Company maintains appropriate systems and controls to ensure ongoing adherence to relevant laws, rules, and regulations across its operations.	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency	Yes, During FY 2025-26, Swiggy engaged PwC as an independent third-party agency to assess and evaluate the Company's policies. The review covered policies of Swiggy, with PwC identifying gaps and providing recommendations, which have been taken up with the respective policy owners for necessary updates.								

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

Not Applicable.

SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1

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

Integrity is the operating system of how Swiggy runs. As we navigate our journey as a publicly listed company, we have doubled down on building a governance architecture that is transparent in spirit, accountable by design, and ethical in everyday practice across every layer, from the boardroom to the last delivery.

100%
Board of Directors trained on ESG Oversight & Regulatory Amendments during FY 2025-26.

Zero
Instances of disciplinary action for bribery or corruption, or conflict-of-interest complaints recorded against Directors, KMPs, or employees during the year.

100%
Key Managerial Personnel (KMPs) trained on Ethics & Compliance.

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	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	ESG Oversight & Regulatory Updates: Focus on climate-related financial disclosures and SEBI's updated BRSR Core requirements.	100%
Key Managerial Personnel (KMPs)	1	Ethics & Compliance: Code of Conduct, Anti-Bribery (ABAC), and Cybersecurity protocols.	100%
Employees other than BoD and KMPs	15	Values & Safety: POSH (Prevention of Sexual Harassment), Data Privacy (DPDP Act), Diversity & Inclusion, Responsible communication, Inclusive growth and Behavioral Ethics.	77%
Workers	Not Applicable		

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	

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

Yes, Swiggy has established a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy, reflecting its commitment to the prevention, deterrence, and detection of fraud, bribery, and other corrupt business practices. The Policy is applicable to all employees and extends to value chain partners.

The ABAC Policy is aligned with applicable laws and regulations, including the Prevention of Corruption Act, 1988; the U.S. Foreign Corrupt Practices Act; the UK Bribery Act; the Bharatiya Nyaya Sanhita, 2023; the Prevention of Money Laundering Act, 2002; the Central Vigilance Commission Act, 2003; and the Lokpal and Lokayukta Act, 2013.

The Policy articulates Swiggy's commitment to conducting all business activities with honesty, integrity, and the highest standards of ethical conduct. It reinforces a strict prohibition on bribery and corruption in any form, across all jurisdictions in which the Company operates.

Key provisions of the Policy include:

- Zero tolerance for bribery and corruption in any form,
- Mandatory annual declarations by employees and periodic ABAC training,
- Robust internal controls and monitoring mechanisms to detect and prevent violations, and
- Appropriate disciplinary actions, including termination of employment or contracts, in cases of non-compliance.

The objective of the Policy is to ensure that Swiggy, directly or indirectly, does not engage in or facilitate any activity that may constitute bribery, facilitation of payments, or corruption, whether intentional or inadvertent.

ABAC Policy: Link to Policy

Whistleblower Policy: Link to Policy

Code of Conduct: Link to Policy

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees*	0	0
Workers	0	0

** The permanent category of employees has been considered in the above question.*

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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 there are zero registered cases on this.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables*	30	52

**This considers purchases of raw materials, advertising and sales promotion, delivery & related charges, and relevant expenses classified under "Other Expenses."*

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, in the following format:

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers / distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributor	Not Applicable	Not Applicable
Share of RPTs in**	a. Purchases (Purchases with related parties / Total Purchases)	16.01%	12.96%
	b. Sales (Sales to related parties / Total Sales)	0%	0.018%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	44.27%	55.27%

**Swiggy operates as a technology-enabled platform focused on food delivery and restaurant partnership. Given the nature of its services, Swiggy does not engage with trading houses or dealers in the course of its business operations.*

***This considers purchases of raw materials, advertising and sales promotion, delivery & related charges, and relevant expenses classified under "Other Expenses."*

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
6	**ESG Awareness & Responsible Conduct (Principles 1, 4 and 9) -** Awareness programmes focused on strengthening ESG awareness and maturity, covering ethical conduct, transparency, accountability, stakeholder engagement, and the role of responsible business practices in delivering sustainable value. **Sustainable Operations & Environmental Stewardship (Principles 2 and 6) -** Sessions included responsible business operations and environmental stewardship, including sustainability considerations, waste management, resource efficiency, and reduction of environmental impact. **Human Rights & Fair Labour Practices (Principles 3 and 5) -** Programmes covered human rights and fair labour practices, including occupational health and safety, non-discrimination, inclusive workplaces, and compliance with applicable labour standards. **Inclusive Value Chain Development (Principle 8) -** Vendors were guided on developing a progressive ESG roadmap to support continuous improvement, long-term sustainability, and responsible growth.	Critical Vendors

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

Yes, Swiggy has established robust processes to identify, prevent, and manage conflicts of interest involving members of the Board and Senior Management.

The Company has adopted a Code of Conduct for Directors and Senior Management, which sets out high standards of ethical governance and integrity:

Conflict of Interest – Disclosure and Prohibition:

To protect the Company's interests, Directors and Senior Management must ensure their personal interests never conflict, or seem to conflict, with their professional duties. Obtaining undue personal benefits, directly or indirectly, at the Company's expense is strictly prohibited. All actual or potential conflicts must be promptly disclosed via established procedures.

Annual Affirmation of Compliance:

To maintain governance standards, all Directors and Senior Management Personnel must annually affirm their compliance with the Code in writing. Any deviations or violations must be escalated to the Chairman of the Board and the Compliance Officer for review and action.

Oversight and Governance:

The Compliance Officer, Chief Human Resources Officer, and Head of Assurance & Business Advisory jointly oversee the implementation and monitoring of the Code. Together, they ensure the Code remains aligned with regulatory requirements and is effectively enforced across the leadership team.

Periodic Review and Board Oversight:

To align with changing legal frameworks and governance benchmarks, the Code undergoes regular reviews and updates. Official adherence to these standards is transparently disclosed within the Company's Annual Report.

Through this framework, Swiggy reinforces its commitment to the highest standards of integrity, transparency, and fiduciary responsibility, consistent with stakeholder expectations and sound corporate governance practices.

Code of Conduct of BOD and SMP

Principle 2

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

For Swiggy, sustainability is not a parallel agenda, it is engineered into the platform itself. From how an order is routed to how it is packed, every decision is increasingly being re-architected to lower its footprint, while keeping speed, safety, and reliability uncompromised.

Avoided 13308 tCO_2e

Emissions through our EV Deliveries in FY 2025-26.

Avoided 4797 tCO_2e

Emissions through use of 'Cutlery opt-out' feature in FY 2025-26.

60% year-on-year growth

In emissions avoided through Eco Saver in FY 2025-26.

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Not Applicable*	Not Applicable	Swiggy has undertaken targeted technology-led investments during the reporting period to advance sustainable consumption, partner well-being, accessibility, and responsible platform design, in alignment with its ESG priorities. These investments are directed towards product and process innovations that generate measurable environmental and social outcomes. Key initiatives include: **Skilling and Employment:** A digital skilling platform aimed at enhancing employability, financial literacy, and capability development of delivery partners. **Swiggy Seal:** A technology-enabled food integrity and hygiene certification programme for restaurant partners to strengthen food safety standards and consumer trust. **Eco Saver:** An intelligent order batching system designed to optimise delivery routes, improve efficiency, and reduce carbon emissions per order. **Cutlery Opt-Out:** A consumer-facing feature that enables customers to opt out of single-use cutlery, thereby promoting responsible consumption and waste reduction. **Swiggy x Sulabh:** An initiative to improve access to sanitation facilities for delivery partners. **App Inclusivity Features:** Integration of VoiceOver (iOS) and TalkBack (Android) functionalities to enhance accessibility for users with visual and motor impairments. Collectively, these initiatives support the Company's commitments under environmental stewardship, partner welfare, food safety and hygiene, skill development, accessibility, and responsible consumption.
Capex	Not Applicable*	Not Applicable	

**Swiggy operates as a technology platform company and does not undertake traditional R&D or capital-intensive investments typically associated with manufacturing or industrial enterprises. Capex investments are primarily directed towards office infrastructure, IT equipment, and technology hardware. Environmental and social impact considerations are embedded into platform development and operational decisions. Key sustainability-focused technology initiatives have been outlined above.*

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

Yes, Swiggy has, at an organisation - level adopted a Responsible Sourcing Code that establishes comprehensive environmental, social, and ethical standards for its value chain, including suppliers and vendors. The Code provides a structured framework to integrate responsible sourcing practices across key categories such as packaging, logistics, food supply, and technology partners.

Key elements of the Responsible Sourcing Code include:

- **Supplier Compliance:** All value chain partners are required to adhere to Swiggy's Responsible Sourcing Code, which promotes human rights, ethical labour practices, environmental stewardship, and responsible business conduct.
- **Assessments and Monitoring:** The Code includes periodic evaluation of value chain partners on labour practices, occupational health and safety, environmental impact, and business ethics, aligned with applicable legal requirements and recognised global standards.
- **Capacity Building and Engagement:** Swiggy is developing formal training and engagement frameworks to empower value chain partners with the knowledge and tools to enhance their sustainability performance.

Swiggy is enabling its restaurant partners to adopt sustainable packaging through access to eco-friendly alternatives, awareness initiatives, and curated marketplace solutions. These efforts support the Company's endeavour to bring 100% of its value chain partners under the Responsible Sourcing Code by 2030, progressively embedding sustainable and ethical practices across the value chain.

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

Swiggy does not currently disclose or track a quantified percentage of inputs sourced sustainably at an aggregate level. Swiggy's food delivery business primarily functions as a technology-enabled marketplace connecting consumers with restaurant partners and other food sellers. While the Company does not directly procure a significant portion of the food products listed on its platform, it recognises the importance of promoting responsible and sustainable sourcing practices across its ecosystem.

Through its supplier and partner engagement processes, Swiggy encourages compliance with applicable food safety, quality, and regulatory requirements. The Company works with restaurant partners, packaging vendors, and other suppliers to promote responsible business practices, including adherence to relevant environmental and social standards where feasible.

For categories involving direct procurement, Swiggy seeks to onboard suppliers that demonstrate compliance with applicable laws and maintain appropriate quality assurance mechanisms. The Company continues to evaluate opportunities to strengthen sustainability considerations in its procurement framework, including promoting resource-efficient packaging solutions, reducing waste, and enhancing traceability and transparency within its supply chain.

As part of its ongoing sustainability journey, Swiggy intends to further integrate environmental, social, and governance (ESG) parameters into supplier engagement and assessment processes, while collaborating with ecosystem partners to advance sustainable sourcing practices over time.

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.

While Swiggy is not a manufacturer of the products distributed via its platform, the Company champions circular economy principles across its broader operational and partner ecosystem. The following processes have been implemented to safely reclaim, reuse, recycle, or responsibly dispose of end-of-life materials:

a. Plastics (including packaging)

Collection & Segregation: To ensure efficient waste management, 100% of the plastic packaging used in Swiggy's direct operations (e.g., insulated bags and courier pouches) is collected and segregated at source.

Authorised Recycling Partnerships: The segregated plastics are handed over to recyclers authorised by BBMP and CPCB, ensuring they are responsibly processed into recycled pellets.

Offset & Reduction Targets: Swiggy successfully achieved a 100% reduction or offset of its direct-use plastics in FY 2025-26 and will continue scaling its reuse and recycling initiatives. The Company supports and enables restaurant partners in transitioning to responsible, plastic-free packaging alternatives, with efforts focused on driving adoption at scale by 2030.

b. E-Waste

Certified Processors: All collected E-waste is consolidated centrally and handed over to Namo eWaste Management Limited. Their licensed dismantling and recycling operations ensure compliance with the E-Waste (Management & Handling) Rules, 2022.

Full-Chain Traceability: A manifest system tracks each disposal batch, ensuring all materials are processed in an environmentally controlled manner.

c. Other Waste (Organic & Dry)

Organic Waste Management: Wet waste generated across the pantries and cafeterias at Swiggy head office is managed through on-site Organic Waste Converters (OWC), repurposing food scraps into compost for local landscaping. Remaining organic residue is channeled to partnered piggery farms, reinforcing a circular, closed-loop waste model.

Dry Waste Recycling: Swiggy hands over paper, cardboard, and other dry recyclables to municipal-authorised vendors who handle the sorting, baling, and onward recycling.

Landfill Diversion: Driven by our zero-waste-to-landfill principle, 100% of operational waste generated at Swiggy's head office is responsibly processed and diverted from landfills.

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.

No, Extended Producer Responsibility (EPR) is not applicable to Swiggy Limited (standalone).

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% Of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web link
Not conducted in reporting year.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Available.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Not Applicable. As a technology-led service aggregator, Swiggy does not engage in large-scale manufacturing or the transformation of physical raw materials into finished products. Our primary inputs are digital infrastructure and human capital.		

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	As a technology-led platform and aggregator, Swiggy does not manufacture products or the primary packaging used for food and grocery deliveries.					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable. Swiggy operates as a technology-led platform that facilitates ordering and fulfilment through its ecosystem.	

Principle 3

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

Our well-being charter goes beyond compliance, weaving safety, dignity, and growth into every relationship across our value chain.

100%

Permanent employees covered under health insurance, with comprehensive accident, parental benefits.

100%

Delivery Partners covered under accident and health / life Insurance; with a significant number having access to maternity insurance, loss of pay insurance and more.

24×7

Tele-consultation access is available to delivery partners and their families.

100%

Permanent employees trained on health, safety, and skill upgradation across genders and functions.

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	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	4148	4148	100%	4148	100%	-	-	4148	100%	1535	37%
Female	1173	1173	100%	1173	100%	1173	100%	-		325	27.71%
Total	**5321**	**5321**	**100%**	**5321**	**100%**	**1173**	**22.04%**	**4148**	**77.96%**	**1860**	**34.96%**
Other than Permanent employees											
Male	Not Applicable.*										
Female											
Total	-										

** For non-permanent employees, well-being measures are managed by the respective staffing agencies and are included within the agreement value. Accordingly, this is not applicable.*

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	Not Applicable.										
Female											
Total											
Other than Permanent workers											
Male	Not Applicable.										
Female											
Total											

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.51%*	0.66%

**The change in percentage is due to a significant increase in revenue. The cost incurred on well being measures primarily includes staff medical insurance, employee welfare and engagement, training and development cost, food card etc.*

2. Details of retirement benefits.

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.98%	Not Applicable	Yes	100%	Not Applicable	Y
Gratuity	100%	Not Applicable	Based on applicability, this will be processed at the time of exit.	100%	Not Applicable	Y
ESI	0%	Not Applicable	-	3%	Not Applicable	Y
Other	-			-		

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.

Swiggy continuously builds an inclusive, equitable, and accessible environment where the dignity, safety, and well-being of all employees, including persons with disabilities (PwDs), are prioritised.

Reflecting this commitment, our corporate headoffice fully complies with the Rights of Persons with Disabilities Act. The workspace is meticulously designed to offer barrier-free access across all core areas, from building entrance to workstations, restrooms, shared spaces, and emergency exits.

Key accessibility features include:

- Step-free entry and exit points
- Ramps with handrails and anti-skid flooring
- Wheelchair-accessible restrooms constructed as per accessibility standards
- Elevators equipped with Braille-enabled control panels and audio announcements
- High-contrast and clearly marked directional and safety signage
- Designated parking spaces for persons with disabilities

Swiggy remains committed to strengthening accessibility standards in alignment with applicable regulations and evolving best practices to create an inclusive workplace for all.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, Swiggy is an equal opportunity employer committed to fostering a diverse, inclusive, and non-discriminatory workplace where individuals can thrive authentically and contribute meaningfully. Our approach is aligned with the provisions of the Rights of Persons with Disabilities Act and extends beyond statutory compliance to embed inclusivity as a core organisational value.

During the reporting year, Swiggy strengthened its DE&I agenda through the launch of a structured framework, designed to advance representation, equity, and inclusive culture across the employee lifecycle:

A) Reach – Widening the Door

- Expanding access to talent pools across underrepresented groups, including persons with disabilities and veterans.

B) Respect – Make Everyone Matter

- Building an inclusive culture through bias training, sensitisation, and awareness initiatives.

C) Resonate – Shaping Purposeful Perception

- Designed to strengthen and communicate Swiggy's DE&I framework by institutionalising inclusive practices across policies and processes.

Swiggy's commitment to equal opportunity is institutionalised through a comprehensive policy framework that promotes fairness, accessibility, and non-discrimination:

1. **Diversity, Equity & Inclusion (DE&I) Policy:** Affirms Swiggy's commitment to equitable and merit-based hiring, career progression, and workplace participation for all employees, including persons with disabilities. The policy outlines provisions for reasonable accommodation, accessible infrastructure, and equal access to growth opportunities.
2. **Discrimination & Harassment Prevention Policy:** Establishes zero tolerance for discrimination, harassment, or exclusion based on gender, disability, caste, religion, age, sexual orientation, or any other protected characteristic. It provides structured grievance redressal mechanisms to ensure a safe and respectful workplace.

3. **Code of Conduct for Employees:** Sets clear expectations regarding ethical behavior, fairness, respect for diversity, and non-discrimination across all levels of engagement. It reinforces accountability and compliance with applicable laws and internal standards.

Together, these policies institutionalise the principle of equal opportunity across Swiggy. By establishing rigorous mechanisms to eliminate discrimination and enhance accessibility, they enable the active and meaningful participation of persons with disabilities and other diverse talent segments throughout our workforce.

Link to policies

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	69%	Not Applicable.	Not Applicable.
Female	96.67%	74.07%		
Total	99.34%	70.78%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? 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, Swiggy has instituted a comprehensive grievance redressal mechanism for employees and workers through its Stakeholder Management and Grievance Redressal Policy, which outlines structured procedures for raising, investigating, and resolving grievances in a timely and confidential manner.

Key features of the mechanism include:
▪ Multiple access channels: Grievances may be submitted via a dedicated email ID (voe@swiggy.in).
▪ Time-bound resolution: All grievances are acknowledged in fairly and timely manner, where resolution timeframe for a complaint is contingent upon its specific nature, with standard resolution typically ranging from 7 to 30 days. Should a grievance reported necessitate additional time for redressal, the complainant will be informed of the reasons for the delay and provided with an expected timeline for resolution.
▪ Fair and transparent process: Grievances undergo a thorough investigation by a designated team, ensuring outcomes are communicated regularly and transparently to the individuals involved.
▪ Confidentiality and non-retaliation: Swiggy ensures complete confidentiality and enforces a zero-tolerance policy for retaliation against any employee or worker who raises a concern in good faith.
▪ Training and awareness: To ensure consistent and empathetic conflict resolution, internal teams undergo ongoing training to deepen their understanding of the grievance-handling framework.
▪ Governance: Oversight by Business Assurance & ERM, Legal, and HR teams.

Swiggy's commitment to a safe, inclusive, and responsive work environment is structurally supported by this mechanism and further strengthened by Swiggy's Code of Conduct, DE&I Policy, POSH Policy, Whistleblower Policy, and Discrimination & Harassment Prevention Policy.

Harassment, including Sexual Harassment:
Workplace sexual harassment concerns are addressed through the Internal Complaints Committee (ICC), constituted under the POSH Act. Employees can write directly to icc@swiggy.in. The framework is designed to safeguard confidentiality, enforce non-retaliation, and provide swift redressal.

Discrimination or Workplace Bias:
Workplace discrimination and bias are strictly barred under Swiggy's DE&I and Anti-Discrimination Policies, which anchor the company's zero-tolerance commitment. These policies define the core principles of an equitable and respectful work environment and map out accessible resolution channels. Grievances can be initiated through a manager or HR Business Partner, or escalated via the official organisational hierarchy.

In line with its DE&I commitment, Swiggy continues to strengthen engagement with underrepresented communities through SWIGGY PRISM - a thoughtfully curated virtual safe space designed to foster connection, dialogue, and shared learning.</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>

Yes/No (If Yes, then give details of the mechanism in brief)

SWIGGY PRISM provides a platform for individuals who navigate the workplace and society with diverse identities, lived experiences, and perspectives. It enables open conversations, peer support, and reflective engagement in a psychologically safe environment. The initiative reinforces Swiggy's commitment to embedding inclusion, not only within policies and compliance frameworks but also within everyday culture and workplace practices.

Through such structured community platforms, the Company aims to enhance belonging, encourage authentic self-expression, and strengthen allyship across the organisation, thereby advancing its broader diversity, equity, and inclusion objectives.

Ethical Misconduct & Policy Violations:

Secure, independent, and anonymous reporting pathways are established under the Whistleblower Policy to report Code of Conduct violations, ethical misconduct, or reputational risks.

Complaints can be made via:

1. Customers: grievances@swiggy.in
2. Investors Shareholders: ir@swiggy.in secretarial@swiggy.in
3. Workforce (Employees and Workers):
    I. For concerns related to HR policies, work conditions, or unresolved workplace issues: voe@swiggy.in (Voice of Employees)
    II. For Ethical Misconduct & Policy Violations or anti-bribery and corruption related matters: Toll-free number: 1800-102-6969
    III. Web portal: https://swiggy.integritymatters.in
    IV. Email: swiggy@integritymatters.in
    V. Or by writing to the Chairman of the Audit Committee at chairman.ac@swiggy.in
    VI. For all escalations on matters pertaining to POSH icc@swiggy.in
4. Value Chain Partners (Delivery Partners): Voice of DE platform, dedicated helplines, and support centres Medical Hotline: 08068186666
5. Value Chain Partners (Suppliers): For Ethical Misconduct & Policy Violations or anti-bribery and corruption related matters:
    I. Toll-free number: 1800-102-6969
    II. Web portal: https://swiggy.integritymatters.in
    III. Email: swiggy@integritymatters.in

These mechanisms undergo ongoing reviews to guarantee they remain adaptive, accessible, and compliant with changing regulatory requirements and employee expectations.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**5321**	**0**		**4488**	**0**	
Male	4148	0	0%	3633	0	0%
Female	1173	0		855	0	
Total Permanent Workers	Not Applicable.					
Male	Not Applicable.					
Female	Not Applicable.					

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4148	4148	100%	4148	100%	3,633	3,633	100%	3,633	100%
Female	1173	1173	100%	1173	100%	855	855	100%	855	100%
Total	**5321**	**5321**	**100%**	**5321**	**100%**	**4,488**	**4,488**	**100%**	**4,488**	**100%**
Workers										
Male	Not Applicable.									
Female										
Total										

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	4148	4148	100%	3,633	3,633	100%
Female	1173	1173	100%	855	855	100%
Total	**5321**	**5321**	**100%**	**4,488**	**4,488**	**100%**
Workers						
Male	Not Applicable.					
Female						
Total						

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, what is the coverage of such a system?**

Yes, Swiggy operates under a comprehensive Health and Safety Policy engineered to meet ISO 45001:2018 requirements and India's National Policy on Safety, Health, and Environment at the Workplace. The framework ensures a safe, healthy, and inclusive workplace for every stakeholder associated with the organisation. It covers all the working facilities across the regions where Swiggy has operational control. This policy is a core clause in Swiggy's Supplier Code of Conduct. Vendors are required to maintain a safe, healthy workplace that aligns with Swiggy's guidelines for the entire contract duration.

Swiggy's Stakeholder management and Grievance Redressal policy states the channel to raise voice against these issues-

- For employees & workers- voe@swiggy.in (Voice of Employees)
- For Value chain partners (suppliers):
- Toll-free number: 1800-102-6969
- Web portal: https://swiggy.integritymatters.in
- Email: swiggy@integritymatters.in

Further strengthening its commitment to employee health and well-being, Swiggy has implemented a Learning and Wellness Wallet Policy. This initiative enables employees to proactively invest in their physical, mental, and professional well-being through structured financial support provided by the Company, up to a defined limit per employee.

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

Led by the Admin and Human Resources (HR) teams, Swiggy has established structured processes to identify work-related hazards and mitigate risks across both routine and non-routine activities. For routine operations, potential risks are systematically tracked through regular workplace checks, safety reviews, and ongoing feedback from corporate and frontline staff. This ensures the continuous monitoring of physical infrastructure, occupational health, and general safety across all corporate offices and partner-facing facilities. For non-routine activities, such as office relocations, infrastructure upgrades, or event-based operations, potential hazards are evaluated beforehand through collaborative planning between Admin, HR, and specialised teams to establish proactive safeguards. Supported by employee inputs, incident reports, and internal grievance mechanisms, this continuous feedback loop helps Swiggy maintain a safe, secure, and responsive workplace.

Additionally, for the reporting year, Swiggy conducted an independent Human Rights Risk assessment. The objective was to assess and evaluate the efficacy of policies and SOPs.

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

Yes, Swiggy maintains a comprehensive safety incident reporting and grievance redressal infrastructure accessible to employees, contract workers, and value chain partners. Confidentiality is preserved across all designated reporting channels, with a formal escalation matrix guiding cases to competent teams and governance bodies for prompt adjudication.

This health and safety mandate directly encompasses our delivery partners, who form the core of our value chain. They are empowered to self-assess on-the-job risks and have the full right to withdraw from unsafe environments without facing any negative repercussions. While distinct reporting channels exist for different groups, Swiggy's Stakeholder Management and Grievance Redressal Policy serves as a universal safety net, allowing anyone to flag issues via the dedicated email address: grievances@swiggy.in.

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

Yes, Swiggy's employees and workers benefit from an array of non-occupational medical and healthcare services focused on long-term well-being. Demonstrating the Company's deep commitment to health, these structured facilities and wellness programs are designed to provide reliable, timely, and accessible medical assistance.

Key initiatives include-

- A fully staffed on-site medical room operational 24x7 at major offices, with a dedicated ambulance service available round the clock.
- Access to empanelled hospitals for emergency and extended care services for employees and workers.
- Dedicated Mothers' Rooms are available at Swiggy head office, to support maternal health and nursing needs.
- Mental well-being sessions, which are viewed as foundational to overall health and productivity to support emotional and psychological resilience of our employees.

Through collaborations with healthcare providers, the Company facilitates access to medical consultations, routine health check-ups, and on-ground medical support. Preventive healthcare is encouraged through regular wellness initiatives such as yoga sessions, mental health consultations, and wellness workshops. Focused awareness sessions are conducted on menstrual health and mental well-being for women employees, as well as workshops addressing mental health and fatherhood for male employees. In addition, 24x7 telehealth services ensure continuous access to medical advice across locations.

Employees and workers are covered under medical and accident insurance policies, which may be extended to eligible family members. Regular wellness surveys are conducted to assess employee health outcomes and identify any gaps between policy framework and on-ground implementation, enabling continuous improvement.

This cohesive approach underscores Swiggy's commitment to fostering a safe, inclusive, and health-conscious work environment that proactively supports the physical and mental well-being of its workforce.

Swiggy
Corporate Overview
Statutory Reports
Financial Statements

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Cultivating a safe, healthy, and inclusive environment for employees and workers, and extending that same care to delivery partners across the value chain, is central to Swiggy's ethos. This approach is operationally driven by proactive risk mitigation, extensive health coverage, robust safety infrastructure, dedicated wellness programs, and a commitment to continuous improvement.

1. **Health Coverage and Insurance**

   Swiggy provides all employees with Personal Accident and Term Life Insurance coverage. Additionally, a comprehensive Group Medical Insurance policy ensures robust healthcare protection for employees and their families. To enhance coverage flexibility, employees may opt for voluntary top-ups, parental medical insurance, and add-on benefits such as Hospicash and zero-deduction cover through a flexi-benefit plan. Delivery partners are also provided with industry-leading accident insurance coverage to safeguard them against occupational risks.

2. **24x7 On-Site Medical Support and Infrastructure**

   At the Company's head office, a fully equipped medical room operates 24x7, supported by a stationed ambulance and an emergency care tie-up with Manipal Hospital. Facilities include a dedicated Mothers' Room and emergency-ready medical infrastructure. Periodic health check-ups and wellness screenings are conducted across offices to promote preventive healthcare.

3. **Mental Wellness and Holistic Health Initiatives**

   Employees have access to licensed mental health professionals and confidential counselling services through Employee Assistance Programmes (EAPs). The Company conducts yoga sessions, ergonomics workshops, breast cancer awareness sessions and screenings, and nutrition awareness programmes to promote holistic well-being. Regular physical, mental, and financial wellness sessions are organised throughout the year and wellness surveys are conducted regularly to assess the health condition and mental wellness of the employees.

4. **Safety Training and Emergency Preparedness**

   All facilities are equipped with fire alarms, smoke detectors, sprinkler systems, fire extinguishers, and clearly marked emergency exits. Emergency evacuation maps are prominently displayed, and periodic mock drills and first-aid training sessions are conducted to ensure preparedness. CCTV surveillance systems and access control mechanisms further strengthen workplace security.

5. **Incident Reporting and Hazard Management**

   A structured mechanism is in place to report and redress safety incidents across facilities and operations. Employees and stakeholders are encouraged to raise concerns regarding unsafe work conditions without fear of retaliation, either through departmental channels or via a common grievance redressal email ID grievances@swiggy.in. This framework reinforces accountability and timely corrective action.

6. **Inclusive and Supportive Workplace Policies**

The Company's Diversity, Equity and Inclusion Policy, Discrimination and Harassment Prevention Policy, and Code of Conduct uphold fairness, dignity, and accessibility. All offices are compliant with the Rights of Persons with Disabilities Act, 2016, featuring step-free access, Braille signage, and accessible restrooms to ensure a barrier-free environment.

To further support working parents, the Company has implemented "MOMENTUM 2.0," a structured, multi-year programme designed to support mothers through various stages of their motherhood journey from pre-parenthood to transition back to work through targeted interventions and support systems.

Engagement with underrepresented communities is strengthened through SWIGGY PRISM, a curated virtual safe space that fosters connection, dialogue, and shared learning.

7. **Work-Life Balance and Employee Support**

The Company promotes work-life balance through compassionate leave, sabbatical options, and a comprehensive Childcare & Parental Policy covering maternity, paternity, adoption, and pet adoption leave. Tenure milestone benefits, career break programmes, and "Comfort Days" provide employees with flexibility and support across different life stages.

8. **Learning, Development and Long-Term Well-Being**

To support holistic growth, employees are allocated a structured annual Learning & Development allowance for professional upskilling and personal development. This framework is further reinforced by a year-round wellness calendar dedicated to cultivating physical, psychological, and financial resilience.

Collectively, these measures reflect the Company's integrated and people-first approach to building a resilient, safe, and nurturing work environment, ensuring that health, safety, dignity, and well-being remain central to its workplace practices.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	0	-	11*	0	No remarks
Health & Safety	0	0	-	0	0	No remarks

**The complaint count was updated to include internal channels, aligning with this year's reporting methodology.*

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	Yes. During the reporting year, Swiggy conducted an independent Human Rights Assessment by a third party (PwC), which was inclusive of Health & Safety and Working Conditions. The assessment was carried out through: ▪ Employee Survey: Coverage extended to 100% of offices across all locations. ▪ Focused Group Discussions (FGDs): Conducted with delivery partners and off-roll workers across multiple locations, ensuring representation from all regions East, West, North, and South. As this was the first year of undertaking such a comprehensive assessment, the Company initiated the exercise across major locations and has outlined a roadmap to progressively expand the scope and coverage year-on-year to strengthen oversight and inclusivity. In addition to the independent assessment, the Company regularly conducts internal inspections and audits across its facilities to ensure adherence to established health and safety standards. These reviews enable timely identification of gaps, if any, and implementation of corrective actions, reinforcing its commitment to maintaining safe and healthy working conditions across its operations and value chain.

Swiggy
Corporate Overview
Statutory Reports
Financial Statements

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 workings conditions.

The Human Rights Risk Assessment (HRRA) covers working conditions and occupational health and safety for employees and workers. Overall, the assessment indicated that the required systems and controls are in place across locations. Any observations identified through the HRRA have been taken up by the Operations and HR teams, and corrective actions have been initiated/implemented in line with the assessment findings.

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). Regarding:

(A) Employees: Yes

To provide security during critical times, Swiggy extends a comprehensive compassionate-assistance and financial support framework in the unfortunate event of an employee's demise. This includes life and personal accident insurance coverage, financial assistance to the family, continued medical insurance coverage for dependents, funeral expense support, and education assistance for children. The company also facilitates relocation support where required and ensures accelerated settlement of pending dues. In applicable cases, ESOP benefits are extended to the designated beneficiary. These measures demonstrate a structured and compassionate approach toward safeguarding the financial and social well-being of employees' families.

(B) Workers: Yes

For workers engaged through contractual or third-party arrangements, Swiggy ensures compliance with all applicable statutory requirements concerning life and accident insurance coverage. Additionally, reflecting its commitment to fairness and equitable treatment across its value chain, the company works closely with partners and vendors to strengthen social protection mechanisms and enhance insurance coverage for such workers wherever feasible.

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

Swiggy operates under a rigorous, proactive compliance framework designed to ensure adherence to statutory and regulatory requirements across all segments of its value chain.

All vendor and partner agreements incorporate explicit contractual clauses mandating compliance with applicable laws, including tax regulations and the timely deduction and deposit of statutory dues. This contractual framework establishes clear accountability and sets minimum compliance standards for all business partners.

Further strengthening this approach, Swiggy's Responsible Sourcing Policy promotes ethical, legal, and sustainable business practices. The policy encourages suppliers and service providers to operate with integrity, maintain regulatory compliance, and align with environmental and social responsibility standards. As part of the vendor onboarding process, Swiggy undertakes comprehensive due diligence. This includes verification of statutory and regulatory registrations, assessment of historical compliance track records, and evaluation of financial stability. Preference is given to partners who demonstrate consistent regulatory adherence and sound governance practices.

Through these measures, Swiggy maintains high standards of compliance, transparency, and accountability across its extended ecosystem, reinforcing responsible business conduct throughout its 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Employees / Workers	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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	No high consequence work related injury/ill-health/fatalities were recorded for our employees and workers in FY 2025-26 and FY 2024-25.			
Workers				

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

Yes, we provide outplacement support for employees transitioned out due to restructuring of the organisation. We partner with dedicated vendor partners to help them in their journey for 90 days post last working day on resume building, coaching, referral to companies.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	During the reporting year, Swiggy undertook a Value Chain Partner (VCP) assessment through an independent third party, PwC, covering the Environmental, Social and Governance (ESG) pillars. The assessment was implemented using a risk-based, value-driven methodology and focused on Swiggy's critical vendors, prioritising partners with the highest operational relevance and financial significance. Swiggy has established a phased roadmap to progressively expand the scope and coverage of the VCP assessment in subsequent years, with the objective of strengthening value chain oversight and enhancing ESG performance across a broader set of partners.
Working conditions	

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

Swiggy has initiated structured ESG assessments of its critical value chain partners covering health and safety practices and working conditions, with no significant risks or concerns identified. As part of this ongoing programme, the Company has rolled out ESG capacity-building sessions delivered with the support of an independent third party, along with sensitisation on expected health and safety and labour standards, and guidance to help partners strengthen their internal processes, documentation, and reporting. Partner responses collected against defined ESG criteria are reviewed to identify potential areas for improvement, prioritise focused engagement, and track progress through continued dialogue.

Principle 4

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

At Swiggy, engaging with stakeholders is an ongoing conversation. Across delivery partners, restaurant partners, employees, investors, and communities, we listen actively and act meaningfully, recognising that responsible growth is only possible when every voice in our ecosystem is heard.

Critical Vendors

Covered through independent ESG assessments of critical vendors and partners.

Multi-Channel

Grievance redressal architecture covering communities, employees, customers, investors, and value chain partners with full traceability.

2 Active ERGs

('Employee Resource Groups') PRISM (LGBTQIA+) and Swigstree (Women & Allies) driving belonging and inclusive innovation.

Essential Indicators

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

Swiggy adheres to a formalised, principle-driven approach for the identification of its primary stakeholder segments. This operational mechanism is structurally codified within the organisation's approved Stakeholder Management and Grievance Redressal Policy framework.

Swiggy applies a dual-lens assessment through an influence-impact matrix, which allows the company to map and prioritise stakeholders across its value chain and broader ecosystem. Based on this assessment, Swiggy identifies its key stakeholder groups as:

- Employees and workers
- Value chain partners, including delivery partners, suppliers, and vendors
- Customers, including both end-users and restaurant partners
- Investors and shareholders

The stakeholder identification framework undergoes periodic reviews, specifically integrated with materiality assessments, to maintain alignment with evolving ecosystem dynamics, business priorities, and statutory requirements. This mapping serves as the institutional foundation for Swiggy's stakeholder engagement and grievance redressal infrastructure, validating that stakeholder inputs are integrated into strategic business decisions.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Investor Conferences, Quarterly Results, Annual General Meetings (AGM), Annual Reports, Website, Grievance Redressal Channels, etc	Continuous/Ongoing	Sharing regular updates on financial performance, growth strategy, risk management, and governance practices; addressing investor queries and concerns.
Shareholders	No	Shareholder Meetings, Quarterly Results, Phone, E-mails, Annual Reports, Website, Grievance Redressal Channels, etc.	Continuous/Ongoing	Providing timely information on company performance, strategic developments, dividend policies, and governance updates; addressing shareholder concerns.
Employees and Workers	No	E-mails, Internal Communications, Townhalls, Trainings, Employee Surveys, Intranet, Website, Grievance Redressal Channels, etc.	Continuous/Ongoing	Enhancing workforce well-being through structured learning & development programmes, health and safety measures, transparent communication on policies, and career growth opportunities; fostering engagement through feedback and surveys.
Customers (End-users & Restaurant Partners)	No	Swiggy App, Website, Surveys, Social Media, E-mails, SMS, Grievance Redressal Channels, etc.	Continuous/Ongoing	Ensuring reliable service delivery and platform functionality; communicating policy changes, product improvements, and promotional updates; resolving issues related to orders, refunds, and customer experience.
Suppliers	No	E-mails, Website, SMS, Grievance Redressal Channels, etc	Continuous/Ongoing	Driving sustainable and ethical practices, ensuring safe working conditions, enabling capacity building, and learning opportunities, and addressing operational or contractual concerns promptly.
Delivery Partners	Yes Some Delivery Partners may fall within vulnerable and marginalised groups.	Delivery Partner App, SMS, Grievance Redressal Channels, Fleet Managers etc	Continuous/Ongoing	On-Road Safety & Welfare Safeguards, Partner Dispute Resolution, Streamlined Partner Onboarding Process, Partner Query Remediation, Iterative, Partner - Informed Operational improvements.

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.

Swiggy conducts structured consultations between stakeholders and the Board on economic, environmental, and social topics through its enterprise-wide Materiality Assessment. This process ensures that stakeholder perspectives are systematically captured and integrated into Board-level decision-making. The key steps include:

1. **Stakeholder Engagement:** Swiggy engages a wide range of stakeholder groups including employees, delivery partners, restaurant partners, suppliers, investors, and local communities through surveys, interviews, and focused group discussions. In the reporting year, Swiggy conducted an independent Human Rights Risk Assessment (HRRA), aligned with the ILO, UN Guiding Principles on Business and Human Rights, and a Climate Risk Assessment (CRA), informed by the TCFD framework, to evaluate salient social and environmental risks across its operations and value chain. The outcomes of these assessments were communicated to internal stakeholders via internal communication channels. This structured engagement and assessment process enables Swiggy to capture emerging risks, stakeholder priorities, and expectations, supporting informed decision-making across the ecosystem.

2. **Dual-Lens Assessment:** The company applies a dual framework:

   Inside-out: Evaluates the impact of Swiggy's operations on stakeholders and the environment.

   Outside-in: Assesses how stakeholder issues influence Swiggy's ability to create and sustain value.

3. **Functional Inputs & Steering Team Review:** Insights from stakeholders are combined with inputs from internal subject matter experts and business leaders. The resulting materiality matrix is reviewed and validated by the Sustainability & CSR Steering Team, which includes senior leaders from key functions.

4. **Board-Level Oversight:** The validated materiality outcomes, along with key stakeholder concerns, are formally presented to the Board or relevant Board committees. This enables the Board to exercise oversight and incorporate stakeholder-aligned sustainability priorities into strategy, risk management, and disclosures.

   By embedding this consultation process within its governance structure, Swiggy ensures that stakeholder feedback meaningfully informs leadership decisions on economic, environmental, and social matters, closing the loop between engagement and Board-level action.

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

Yes, Swiggy actively uses stakeholder consultation to support the identification, prioritisation, and management of environmental and social topics. These consultations are embedded within the Company's periodic materiality assessments and ongoing business feedback mechanisms, ensuring that stakeholder perspectives directly inform strategy, policies, and operational initiatives.

1. **Integration of Stakeholder Feedback into Policy Framework**

   Swiggy engages key stakeholders - including customers, delivery partners, restaurant partners, employees, investors, suppliers, and local communities, through surveys, structured interviews, focused group discussions, and continuous business feedback loops. Insights gathered across Environmental, Social, and Governance (ESG) themes help identify emerging risks, evolving expectations, and areas requiring policy strengthening.

   During the reporting year:

   - Swiggy conducted an independent policy gap assessment through a third party to evaluate existing policies against evolving legal, statutory, investor, and stakeholder requirements, as well as sectoral growth trends.

Additionally, to assess the effectiveness and robustness of its environmental and social governance framework, Swiggy conducted independent:

- Human Rights Risk Assessment
- Climate Change Risk Assessment

2. **Illustrative Instances of Stakeholder Inputs Informing Strategic Programmes and Operational Initiatives**

Stakeholder consultations have directly led to the development and implementation of several high-impact initiatives:

Eco Saver: Co-created based on feedback from customers, delivery partners, and restaurant partners, Eco Saver is an intelligent order batching system designed to optimise delivery routes. It reduces single-trip inefficiencies, enhances delivery partner productivity, lowers emissions, and supports Swiggy's broader climate goals while maintaining customer experience standards.

Swiggy Seal: Developed in collaboration with restaurant partners and informed by over 7 million verified customer reviews, Swiggy Seal – Food Integrity Certification was introduced to strengthen food quality and hygiene standards.

Swiggy x Sulabh: Through its partnership with Sulabh International, Swiggy expanded access to hygienic restroom facilities for delivery partners in high-footfall areas. This initiative emerged from delivery partner and community feedback advocating for dignified sanitation infrastructure.

Delivering Safely: Accelerated in response to feedback from Traffic Authorities, the Police Departments in addition to Delivery Partners, our efforts on conducting Road Safety programmes, in collaboration with police and traffic authorities ramped up in FY 2025-26, with over continued nation wide sessions which saw active participation from our delivery partners.

Through structured stakeholder engagement, independent assessments, Board oversight, and transparent disclosures, Swiggy systematically integrates stakeholder inputs into its environmental and social policies and operational initiatives. These mechanisms ensure that stakeholder consultation is not only undertaken but actively shapes governance decisions, risk management, and high-impact programmes.

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

Swiggy is committed to inclusive growth and equitable participation in the digital economy. The Company undertakes structured engagement with vulnerable and marginalised stakeholder groups and implements targeted interventions to address their concerns:

Engagement with Vulnerable and Marginalised Stakeholder Groups and actions taken

1. **Delivery Partners**

Engagement Mechanisms:

- Structured grievance redressal channels, including the 'Voice of DE' platform
- DE Dost, multilingual AI Chat Bot built for Swiggy Delivery Partners
- Dedicated helplines and on-ground support centers
- Routine wellness and feedback surveys
- Periodic anonymous surveys covering working conditions, health and safety incidents, and related concerns
- Ease of onboarding process for women, backed by access to vehicles and gear.

Actions Taken:

- Aggregated analysis of survey inputs to identify systemic issues and strengthen safety protocols,
- Installation of accessible sanitation facilities in high-delivery zones through partnership with Sulabh International, addressing hygiene, dignity, and welfare concerns, and
- Continuous improvements in operational processes based on feedback trends.

2. **LGBTQIA+ Community**

Engagement Mechanisms:

- Sensitisation and awareness sessions to foster allyship and reduce bias
- PRISM (ERG) providing a safe space for dialogue, peer support, and advocacy

Actions Taken:

- Integration of inclusion principles into workplace culture initiatives, and
- Enhanced awareness among employees and leadership to ensure a safe and respectful work environment.

3. **Women Employees and Allies**

Engagement Mechanisms:

- Swigstree ERG – Swiggy's dedicated community for celebrating, supporting, and empowering women and allies
- Open feedback forums and community-building initiatives
- MOMENTUM 2.0 offers structured, multi-year support for mothers from pre-parenthood through their transition back to work.

Actions Taken:

- Strengthening peer networks and mentorship opportunities,
- Initiatives to enhance participation, leadership visibility, and workplace inclusion.
- At present, the Swigstree community comprises 1,150+ women and allies across 15+ regional chapters, enabling structured engagement and collective advocacy.

4. **Small-Scale and Disadvantaged Entrepreneurs**

Engagement Mechanism:

- Targeted outreach and simplified onboarding processes
- Feedback channels for local and regional vendors

Actions Taken:

- Promotion of Pride-led and women-led businesses through curated flea market platforms to enhance visibility and economic opportunity
- Capacity-building support for small-scale entrepreneurs from disadvantaged backgrounds
- Implementation of a Responsible Sourcing Code that encourages ethical, inclusive, and sustainable procurement practices

5. **Policy Safeguards for Marginalised Groups**

All stakeholders, including those from vulnerable or marginalised groups, have access to:

- Code of Conduct
- Whistleblower Policy
- Anti-Harassment Policy

These mechanisms are designed to be accessible, responsive, confidential, and non-retaliatory, ensuring safe reporting and grievance redressal. Through structured engagement, targeted programmes, inclusive policies, and continuous feedback analysis, Swiggy addresses the specific concerns of vulnerable and marginalised stakeholder groups. This approach strengthens equitable access, promotes dignity and well-being, and supports inclusive participation in the digital economy.

Principle 5

Businesses should respect and promote human rights

At Swiggy, human rights are not confined to policy, they are embedded in practice. From fair compensation and safe working conditions to accessible grievance mechanisms, our approach is rooted in international frameworks and reflected in the everyday experiences of everyone who works within our ecosystem.

100%
Permanent employees trained on human rights principles and policies during the year.

Zero
Complaints recorded on discrimination, child labour and forced labour.

Human Rights Risk Assessment (HRRA)
Independent assessment conducted to identify and prioritise salient human rights risks across Swiggy's operations and value chain, informing due diligence and governance processes.

Four Committees
Dedicated oversight forums - DE&I Council, Internal Complaints Committee, Whistleblower Committee, and Stakeholder Management Committee - driving layered governance.

Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	5,321	5,321	100%	4,488	4,488	100%
Other than permanent		Not Available			Not Available	
Total employees	**5,321**	**5,321**	**100%**	**4,488**	**4,488**	**100%**
Workers						
Permanent						
Other than permanent		Not Available.			Not Available.	
Total workers						

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Permanent	5,321	-	-	5,321	100%	4,488	-	-	4,488	100%
Male	4,148	-	-	4,148	100%	3,633	-	-	3,633	100%
Female	1,173	-	-	1,173	100%	855	-	-	855	100%
Other than Permanent	3,726	-	-	3,726	100%					
Male	3,205	-	-	3,205	100%			Not Available.		
Female	521	-	-	521	100%					
Workers										
Permanent										
Male										
Female			Not Applicable.					Not Applicable.		
Other than Permanent										
Male										
Female										

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	20501490	0	-
Key Managerial Personnel	1	28560557	1	4982043
Employees other than BoD and KMP	4184	1086150	1133	901404
Workers		Not Applicable.		

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	17.60%*	16.30%

**Permanent female employees have been considered.*

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, Swiggy has instituted dedicated governance structures and designated focal points responsible for identifying, preventing, mitigating, and addressing actual or potential human rights impacts arising from its operations and value chain.

Key committees and bodies include:

- **Internal Complaints Committee (ICC):** Constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the ICC addresses complaints related to workplace sexual harassment and ensures a safe, respectful, and compliant work environment.
- **Whistleblower Committee:** Established under the Company's Whistleblower Policy, this Committee independently reviews and investigates reports of human rights violations, ethical misconduct, retaliation, and breaches of the Code of Conduct.
- **Stakeholder Management Committee:** As defined in the Stakeholder Management and Grievance Redressal Policy, this Committee addresses grievances raised by both internal and external stakeholders, including concerns linked to labour practices and human rights.
- **DE&I Council:** Rooted in the Diversity, Equity & Inclusion (DE&I) Policy, this Council acts as an advisory and escalation body for inclusion-related concerns, including discrimination, systemic bias, and workplace inequities.

Together, these committees constitute a distributed yet coordinated governance framework that serves as formal focal points for addressing human rights impacts across Swiggy's ecosystem, ensuring accountability, structured grievance redressal, and Board-level oversight where required.

Link to policies

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

Swiggy has established multiple formal internal grievance redressal mechanisms, including clearly defined email-based reporting channels and platforms, to address human rights–related grievances across employees, workers (including third-party personnel), and value-chain partners. These mechanisms include dedicated channels for sexual harassment (icc@swiggy.in), whistleblowing and ethical or human rights concerns (swiggy@integritymatters.in), workplace escalations (voe@swiggy.in), and a central grievance channel for all stakeholders (grievances@swiggy.in).

All grievances received through these channels are handled through a structured, confidential, and time-bound process, guided by principles of dignity, equity, non-retaliation, independence, and procedural fairness.

1. Governance Framework

- Grievance mechanisms operate under approved corporate policies including the Code of Conduct, POSH Policy, Whistleblower Policy, and Stakeholder Management & Grievance Redressal Policy.
- Defined committees with clear mandates oversee investigations and resolution.
- Select committees include independent/external members to ensure objectivity and impartiality.
- Periodic reporting and oversight are integrated into Swiggy's broader governance and sustainability review mechanisms.

2. Dedicated Grievance Redressal Channels

Swiggy provides multiple confidential and accessible reporting channels:

a) Sexual Harassment (POSH)

- Complaints may be reported to the Internal Complaints Committee (ICC) at icc@swiggy.in.
- The ICC conducts neutral, confidential, and time-bound inquiries in accordance with applicable law.
- The mechanism is accessible to all employees, including third-party workers.

b) Discrimination, Human Rights Violations & Ethical Misconduct

- Concerns may be raised under the Whistleblower Policy at swiggy@integritymatters.in, with an option for anonymous reporting.
- Cases are reviewed by the Whistleblower Committee, which includes an external member for independent oversight.
- The policy explicitly prohibits retaliation against complainants.

c) Workplace Concerns and Escalations

- Employees may escalate unresolved matters through the Voice of Employees (VoE) platform at voe@swiggy.in.
- Submissions are reviewed by the Head of HR and relevant leadership for appropriate action.

d) Apex Mechanism for All Stakeholders

- A central grievance channel grievances@swiggy.in is available to all stakeholders.
- The mechanism assesses, redirects, and monitors concerns across the value chain to ensure appropriate resolution and accountability.

e) Human Right Risk Assessment

- Annual survey conducted to assess the efficacy of Human Rights Policy and its awareness among the employees and workers.
- The responses collected are anonymous in nature and assessed at an aggregate level without revealing the identity of any particular individual.

3. Process and Controls

- Acknowledgement and tracking of complaints through defined workflows.
- Clearly defined timelines for investigation and closure.
- Confidential handling of sensitive information.
- Escalation matrix for unresolved or high-risk matters.
- Documentation and monitoring of corrective and preventive actions.

4. Safeguards

- Zero tolerance for retaliation.
- Protection of whistleblowers and complainants.
- Option for anonymity (where applicable).
- Fair hearing and unbiased investigation processes.

5. Awareness and Capacity Building

- Mandatory periodic trainings on Code of Conduct (including discrimination, harassment, and human rights) and POSH for employees across levels.
- Policies are made accessible through internal portals and external platforms.
- Periodic communications reinforce awareness of reporting channels and rights.

6. Continuous Improvement

- Periodic review of grievance data and trends.
- Strengthening of controls and awareness programs based on learnings.
- Integration of grievance insights into sustainability governance and risk management processes.

Through this structured, accessible, and independently governed framework, Swiggy ensures effective identification, redressal, and prevention of human rights–related risks across its operations and value chain.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	7	0	-	6	0	-
Discrimination at workplace	0	0		1*	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	1	0		0	0	
Other human rights related issues	0	0		0	0	

The complaint count was updated to include internal channels, aligning with this year's reporting methodology.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	7	6
Complaints on POSH as a % of female employees / workers	0.68%*	0.76%
Complaints on POSH upheld	5	4

**Permanent employees have been considered.*

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

Swiggy fosters an organisational culture centered on safety, mutual respect, and transparent communication, ensuring employees can confidently report grievances without fear of any repercussions. This mandate is operationalised through an aligned framework of institutional policies, formal dispute resolution mechanisms, and structured culture-shaping programs.

Clear Policy Frameworks: Swiggy's Discrimination and Harassment Prevention Policy addresses all manifestations of non-sexual harassment, explicitly prohibiting bullying, intimidation, social exclusion, and identity-based microaggressions. Concurrently, workplace sexual harassment falls under the jurisdiction of the POSH Policy, which operates in full statutory compliance with the Prevention of Sexual Harassment Act, 2013.

Dedicated Redressal Committees: The Internal Complaints Committee (ICC) handles all sexual harassment complaints with confidentiality and due process. The Stakeholder Management Committee addresses non-sexual complaints related to harassment, discrimination, and dignity violations. The Ethics and Integrity Team and Ombudsperson investigate anonymous or escalated complaints, particularly those involving senior leaders or systemic concerns.

Confidential Reporting Channels: Multiple secure reporting avenues are available including icc@swiggy.in for POSH-related concerns, voe@swiggy.in for workplace culture issues, and Swiggy's third-party-enabled Whistleblower Portal for anonymous reporting. An apex grievance mechanism via grievances@swiggy.in serves all stakeholders across the value chain, ensuring concerns are appropriately addressed and redirected.

Anti-Retaliation Safeguards: Swiggy enforces a zero-tolerance policy against retaliation for reporting concerns or cooperating with investigations. Punitive measures such as forced transfers, demotions, threats, or subtle exclusion are treated as severe policy violations subject to immediate disciplinary action.

Secure Documentation and Identity Protection: All complaints are documented separately from personnel files, stored securely with restricted access, and handled with strict confidentiality and objectivity throughout the investigation process.

Integration with DE&I Goals: Grievance redressal data is systematically reviewed for patterns, with insights informing broader culture-building initiatives and policy evolution reinforcing the alignment between accountability mechanisms and Swiggy's DE&I mandate.

Awareness, Training and Culture Building: Mandatory onboarding sessions, POSH awareness modules, scenario-based learning, and targeted leadership workshops build organisational awareness and accountability. Regular townhalls and resource sharing further reinforce a culture of safe, open reporting across the organisation.

Link to Policies

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

Yes, Swiggy maintains a comprehensive framework to ensure that human rights protections are contractually integrated across its entire value chain. While specific nomenclature may vary, the substantive protections for human rights are embedded through the following mechanisms:

I. Contractual Binding and Legal Compliance

All business agreements and contracts with value chain partners including suppliers, vendors, and contractors incorporate mandatory clauses requiring strict adherence to the "law of the land." This encompasses a robust suite of Indian labor and industrial laws, including:

Equality and Non-Discrimination: Adherence to constitutional and statutory mandates regarding equal opportunity.

Occupational Health and Safety: Mandatory compliance with safety standards to ensure a hazard-free working environment.

Labor Welfare: Compliance with regulations governing wages, working hours, and fundamental employee rights.

II. Policy Integration by Reference

The Swiggy Code of Conduct and the Supplier Code of Conduct are integral components of our business relationships. By incorporating these policies into our agreements, we mandate that all stakeholders (employees and value chain partners) uphold:

- **Dignity at Work:** A strict prohibition against any form of forced labor, child labor, or harassment.
- **Ethical Conduct:** A commitment to integrity and transparency in all professional dealings.

III. Accountability and Redressal

To ensure these contractual requirements are more than just "paper commitments," Swiggy utilises its Stakeholder Management and Grievance Redressal Policy. This framework provides a formal channel for delivery partners, suppliers, and employees to report rights-related concerns, ensuring that contractual breaches regarding human rights are identified, investigated, and remediated.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour Forced/involuntary labour Sexual harassment Discrimination at workplace Wages	Marking this reporting year as the baseline for our formal Human Rights impact assessment, Swiggy has initiated a robust, multi-layered audit process to ensure the integrity of our workplace standards. **1. Comprehensive Workforce Survey** In collaboration with PwC, acting as an independent third-party assessor, the company conducted a comprehensive Human Rights survey. This assessment achieved 100% coverage across all corporate and regional offices. The scope of the survey specifically evaluated risks and compliance related to: ▪ Fundamental Protections: Prevention of Child Labor and Forced/Compulsory Labor. ▪ Workplace Conduct: Identification of incidents or risks related to Sexual Harassment and Discrimination. ▪ Economic Rights: Adequacy of Wages and adherence to statutory labor welfare benchmarks. **2. Physical Verification and Regional Assessment** To complement the survey data, Swiggy implemented a physical audit program to verify on-ground compliance. For this assessment cycle, independent auditors conducted physical site visits at our primary regional hubs in Delhi (North), Mumbai (West), Kolkata (East), and Bengaluru (South). Swiggy views this initial assessment as the foundation of a long-term commitment. We have established a strategic roadmap to expand the scope of physical audits to a higher volume of offices and facilities in the upcoming reporting cycles, ensuring continuous monitoring and localised grievance resolution across our expanding footprint.

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

Swiggy has established appropriate systems and processes, and the assessments did not identify any significant risks or concerns. Observations and opportunities for improvement, where identified, were communicated to the respective functional owners and addressed through appropriate corrective actions to further strengthen controls and oversight.

Leadership Indicators

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

Human rights feedback and grievances are used as an input to periodically evaluate and refine our internal policies, controls, and ways of working. During the reporting period, our review indicated that the current framework is operating effectively; accordingly, no significant changes to business processes were necessary to address the matters raised.

Swiggy continues to reinforce its approach through well-defined procedures, accessible grievance redressal channels, and regular employee training and sensitisation sessions. Together, these measures help embed awareness of rights and responsibilities and support a workplace culture grounded in respect, compliance, and ethical conduct.

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

Swiggy conducted a comprehensive Human Rights Due Diligence (HRDD) assessment in FY2025-26. This exercise serves as the baseline for our human rights performance monitoring.

1. Scope and Methodology

The assessment was designed to evaluate the efficacy of existing controls and identify potential transition risks. The process was facilitated by PwC as an independent third-party to ensure objectivity. The methodology included:

- **Digital Assessment:** An anonymous survey conducted at an aggregate level to encourage candid feedback.
- **On-Site Verification:** Physical audits were conducted at four key regional hubs (Delhi, Mumbai, Kolkata, and Bengaluru).

2. Coverage and Stakeholder Inclusivity

The due diligence achieved broad representation across Swiggy's operational ecosystem:

- **On-Role Employees:** 100% coverage across corporate and regional offices.
- **Off-Role Workers & Delivery Partners:** Targeted assessments conducted within selected regional hubs to capture the nuances of the gig-economy workforce.

3. Key Pillars of Assessment

The survey and physical audits were anchored on the following critical pillars:

I. **Working Conditions:** Assessment of workplace infrastructure, basic amenities, and overall working environment.

II. **Prohibition of Child and Forced Labour:** Evaluation of controls and practices to prevent child labour and forced/compulsory labour across operations.

III. **Workplace Discrimination & Harassment:** Review of risks and safeguards related to discrimination and sexual harassment, including awareness of applicable policies and reporting mechanisms.

IV. **Fair Remuneration and Working Hours:** Assessment of wage standards, statutory compliance, and adherence to working hour requirements.

V. **Health, Safety and Well-being:** Review of occupational health and safety measures, incident reporting, and employee well-being provisions.

VI. **Data Privacy:** Assessment of awareness and practices related to protection of personal data and confidentiality.

VII. **Grievance Redressal:** Review of the accessibility, effectiveness, and stakeholder trust in grievance, whistleblowing, and dispute resolution mechanisms.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Swiggy is committed to fostering a workplace that is inclusive, accessible, and respectful of the rights and dignity of all employees, including persons with disabilities. Swiggy's total employee base has been designed and maintained in full compliance with the accessibility standards outlined under the Rights of Persons with Disabilities (RPwD) Act, 2016. The campus of our head office reflects a thoughtful integration of universal design principles, ensuring seamless and barrier-free access to all major functional areas, including entrances, workspaces, and emergency exits.

Key Accessibility Infrastructure & Features:

- **Mobility Support:** Step-free entryways, automated doors, and anti-skid ramps equipped with handrails.
- **Vertical Navigation:** Elevators featuring tactile buttons, Braille signage, and audio assistance for visually impaired stakeholders.
- **Sanitary Facilities:** Restrooms built to international accessibility standards, featuring required turning radii and grab bars for wheelchair users.
- **Inclusive Wayfinding:** High-contrast signage throughout the premises to assist navigation for those with low vision or cognitive disabilities.

Recognising that accessibility is an ongoing journey, Swiggy continues to evaluate its broader office footprint across India to identify and address infrastructural gaps. We are progressively enhancing accessibility across all regional locations, guided by employee feedback, inclusive design experts, and evolving best practices to ensure every workspace reflects our core values of equity and dignity.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	For FY2025-26, Swiggy conducted a comprehensive Value Chain Partner Assessment focusing on our critical partners. The assessment serves as a critical due diligence tool to evaluate the maturity of our partners' ESG frameworks, with a specific focus on the following pillars: **Human Rights Governance:** Verification of formal Human Rights Policies and the implementation of periodic sensitisation training for their respective workforces. **Ethical Working Conditions:** Evaluation of workplace environments, including adherence to statutory occupational health and safety (OHS) standards and fair labor practices. **Fundamental Rights Compliance:** Monitoring for the prevention of forced labor, child labor, and ensuring the right to freedom of association and collective dialogue. **Grievance Redressal:** Assessment of the availability and effectiveness of confidential reporting channels and whistleblower protections within the partner's organisation. This assessment was conducted at an aggregate level to identify systemic trends and opportunities for capacity building across our supply network.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

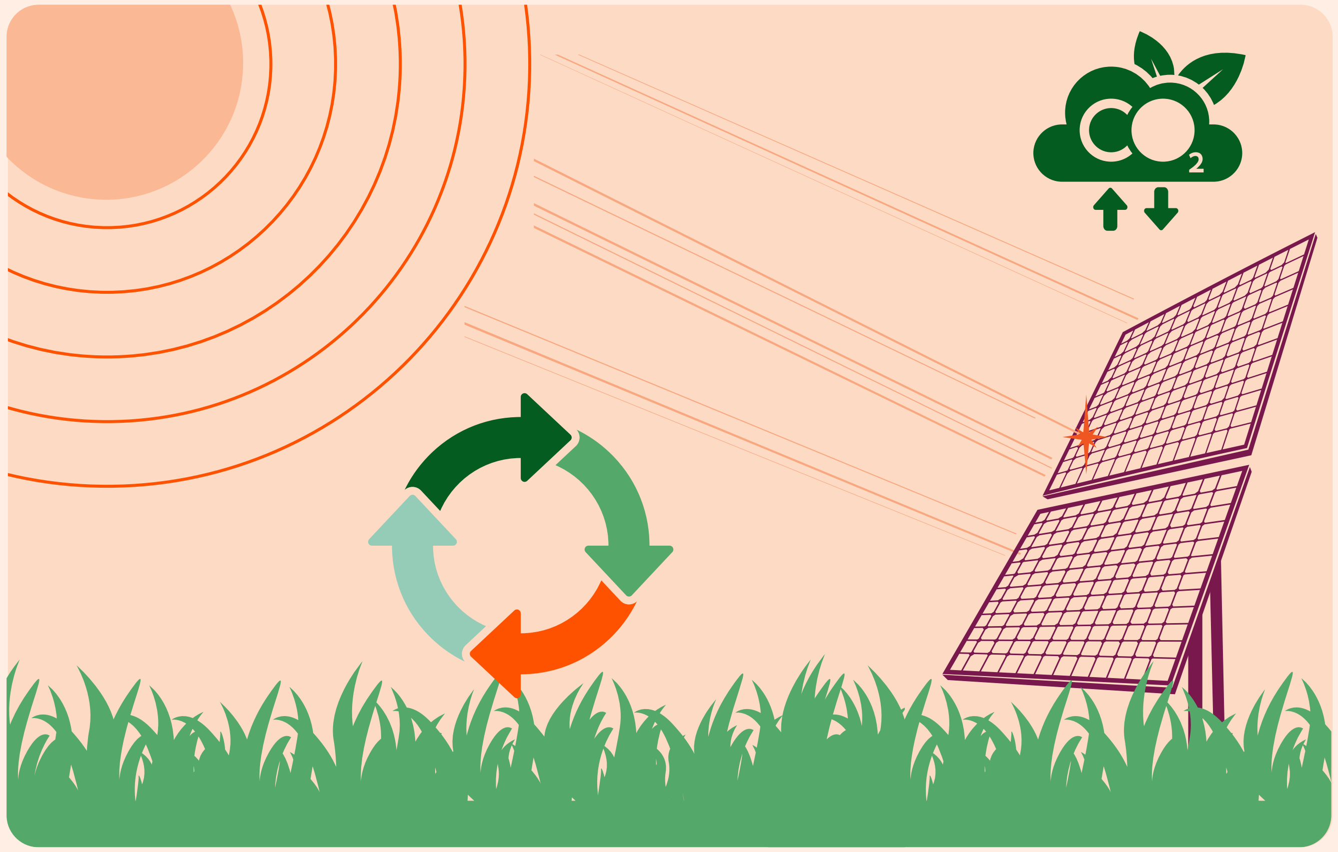
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No significant risks or concerns were observed during the assessment. As this marked the first phase of Swiggy's value chain partner engagement, the Company has initiated a structured improvement approach focused on strengthening partner ESG maturity. Based on themes and capacity-building opportunities identified through the aggregate-level assessment, Swiggy will increase ESG capacity-building sessions for suppliers with greater coverage, with emphasis on human rights governance, ethical working conditions, fundamental rights compliance, and grievance redressal practices.

Principle 6

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

The scale at which Swiggy operates makes environmental responsibility not a choice, but an imperative. We are building an environmental agenda that is as fast-moving as the business itself, translating climate ambition into tangible shifts across fleet, infrastructure, packaging, and partnerships.



Climate Risk Assessment

Conducted in alignment with IFRS S2 (TCFD) recommendations to evaluate physical and transition risks across short, medium and long-term horizons

100%

Of E-waste and obsolete electronic assets disposed of exclusively through CPCB/SPCB-authorised recyclers.

Zero

Liquid Discharge (ZLD) infrastructure operational at the headquarters, ensuring no untreated wastewater leaves the premises.

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	3,490.75	2,807.52
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	3,490.75	2,807.52
From non-renewable sources (GJ)		
Total electricity consumption (D)	5,401.74	2,129.53
Total fuel consumption (Diesel + LPG) (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	5,401.74	2,129.53
Total energy consumed (A+B+C+D+E+F) (GJ)	8,892.49	4,937.05
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ per INR million)	0.07	0.06
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1.49	1.16
Energy intensity in terms of physical output (GJ/ FTE (Full Time Equivalent))	1.84	1.17*
Energy intensity (optional) - Energy consumption/area (GJ per square feet)	0.032	0.01

**Data has been revised as per the current year's calculation approach to ensure accuracy, consistency, and comparability.*

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

Yes, limited assurance has been carried out by Grant Thornton Bharat LLP.

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

No. The entity does not have any sites identified as Designated Consumers (DCs) under the PAT Scheme of the Government of India. Hence, the scheme is not applicable.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water (municipal water supply/local water bodies and tankers)	15,265.23	9,377
(iv) Seawater / desalinated water	-	-
(v) Others (Drinking Water collected)	417.56	264.51
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	15,682.78	9,642.49
Total volume of water consumption (in kiloliters)	15,682.78	9,642.49
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilolitres per INR million)	0.129	0.11
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	2.63	2.26
Water intensity in terms of physical output (KL/ FTE (Full Time Equivalent))	3.25	2.28*
Water intensity (optional) - Total water consumption/area (kilolitres per square feet)	0.0570	0.03

**Data has been revised as per the current year's calculation approach to ensure accuracy, consistency, and comparability.*

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

Yes, limited assurance has been carried out by Grant Thornton Bharat LLP.

4. Provide the following details related to water discharged

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo litres)	Not Applicable.	
(i) To Surface water	Swiggy's operations are primarily conducted from leased office spaces that are designed, operated, and maintained by facility management entities, who hold direct responsibility for wastewater handling, treatment, and discharge. While wastewater management is overseen by facility operators, Swiggy actively partners with facilities that uphold high sustainability standards and encourages the adoption of responsible practices across all its office locations. Notably, Swiggy's corporate head office has been designed to minimise ecological impact and incorporates advanced water management systems, including mechanisms to ensure zero wastewater discharge. Similarly, Swiggy's office located in DLF Phase V is equipped with an in-house wastewater treatment facility, enabling zero liquid discharge through efficient recycling and reuse practices.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – Tertiary treatment		
Total water discharged (in kilo litres)		

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

Yes, limited assurance has been carried out by Grant Thornton Bharat LLP.

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

Swiggy's corporate head office, which houses a significant majority of its permanent workforce and operational infrastructure, is strategically located within the Platinum LEED-certified building and campus equipped with a comprehensive Zero Liquid Discharge (ZLD) facility. This infrastructure enables the Company to operate within a closed-loop water management system, leveraging a high-efficiency Sequential Batch Reactor (SBR) Sewage Treatment Plant (STP) to ensure that all wastewater generated on-site is scientifically treated and reclaimed.

Under this institutional arrangement, 100% of the wastewater from our head office is repurposed for critical non-potable functions, including HVAC cooling, sanitation flushing, and landscaping. This integration allows Swiggy to adhere to global green building standards and significantly mitigate its freshwater footprint through shared sustainable infrastructure.

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

Parameter	Units	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
NOx	Tonnes	0.06	0.06
SOx	Tonnes	0.01	0.01
Particulate matter (PM)	Tonnes	0.05	0.04
Persistent Organic Pollutants (POP)	Tonnes	-	-
Volatile Organic Compounds (VOC)	Tonnes	-	-
Hazardous Air Pollutants (HAP)	Tonnes	-	-
Others - Carbon Monoxide	Tonnes	0.02	0.03
Others - Non Methyl Hydro Carbon	Tonnes	0.01	0.01

**FY 2024–25 have been revised to maintain methodological consistency with the improved data evaluation approach established for the reporting year.*

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, in the following format:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2	11.16	107.28
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2	1,037.69	350.76
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO_2/ turnover in rupees million	0.01	0.01
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tons of CO_2/ turnover in rupees million adjusted for PPP	0.18	0.11
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO_2e/ FTE (Full Time Equivalent)	Metric tons of CO_2/ FTE	0.217	0.025*
Total Scope 1 and Scope 2 emission intensity – (Total Scope 1 + Scope 2 emissions / Area)	Metric tons of CO_2/ area in sf	0.004	0.00136

**Data has been revised as per the current year's calculation approach to ensure accuracy, consistency, and comparability.*

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

Yes, limited assurance has been carried out by Grant Thornton Bharat LLP.

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

Yes, Swiggy has implemented a multi-dimensional decarbonisation strategy centered on transitioning to a low-carbon fleet, optimising logistics through AI, and adopting renewable energy.

Our emission reduction framework is categorised into three strategic pillars:

1. **Sustainable Logistics & Mobility-** We are transforming our delivery ecosystem to decouple business growth from carbon emissions through electrification and operational efficiency.

   - **Low-Carbon Fleet Transition:** We have set an ambitious target to achieve a 100% electric delivery fleet by 2030. This involves improving the accessibility and affordability of EVs and charging infrastructure across key delivery hubs.

     Impact: These efforts led to a reduction of 4,483 tCO_2e in FY 2024-25 and 13,308.17 tCO_2e in FY 2025-26.

   - **Intelligent Routing (Eco Saver):** This AI-driven batching feature optimises delivery routes by clubbing multiple orders, directly reducing the total distance traveled.

     Impact: In FY 2025-26, Eco Saver programme resulted in a reduction of over 812 tonnes of CO_2.

2. **Green Infrastructure & Clean Energy-** Swiggy prioritises high-performance real estate and renewable energy sourcing to minimise Scope 2 emissions.

   - **Platinum-Certified Operations:** Our corporate headquarters in Bengaluru, houses a significant majority of its permanent workforce and nearly 70% of its infrastructure. It holds the LEED O&M v4.1 Platinum certification, representing the global pinnacle of energy and water efficiency.
   - **Renewable Energy Adoption:** We are committed to transitioning to 100% renewable electricity in our direct operations by 2030. Currently, 42% of the power at our head office is sourced from renewables.
   - **Digital Sustainability:** We aim for a 50% reduction in IT-related emissions by 2030 by migrating to energy-efficient cloud infrastructure and adopting sustainable computing practices.

3. **Circular Economy & Value Chain Interventions-** We leverage our platform's scale to drive upstream emission reductions by influencing partner behavior and consumer choices.

   - **Responsible Packaging Transition:** A core objective of our value chain strategy is to facilitate 100% of our restaurant partners to transition to responsible packaging alternatives by 2030. This initiative addresses the lifecycle emissions of food packaging and reduces plastic pollution across our ecosystem.
   - **Waste & Packaging Mitigation:**

     Cutlery Opt-Out: By making "Cutlery Opt-Out" the default, we avoided the emissions associated with the production and transport of single-use cutlery. This feature has reached a 96% adoption rate, resulting in avoiding over 4700 tCO_2e emissions.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	18.08	11.51
E-waste (B)	5.87	3.71
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
Oil Filters	0	0
Used Oil	0	0
STP Sludge	0	0
Oil Cotton rags	0	0
Other Non-hazardous waste generated (H). (Break-up by composition i.e., by materials relevant to the sector)		
Metal scraps	0	0
Rubber	0	0
Paper	0	0
Solid waste (Organic: Food and drink waste)	51.80	40.06
Solid waste (Dry waste)	35.27	24.47
Total (A+B + C + D + E + F + G + H)	111.02	79.74
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0009	0.0009
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.019	0.02
Waste intensity in terms of physical output (Tons/ FTE (Full Time Equivalent))	0.023	0.019
Waste intensity (optional) – (Total waste / Area) - in Tons per sf	0.0004	0.0002
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	57.94	35.99
(ii) Re-used	43.32	37.88
(iii) Other recovery operations	0	0
Total	101.26	73.87
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	2.28	0
(iii) Other disposal operations (Composting)	7.48	2.17
Total	**9.76**	**2.17**

Swiggy demonstrates its commitment to environmental responsibility through a sophisticated waste management framework that emphasises segregation at source and resource recovery. Our operations, primarily centered at our Platinum LEED-certified headquarters, leverage industry-leading infrastructure to ensure that 100% of generated waste is diverted from landfills.

1. **Systematic Waste Segregation and Recovery**

   The foundation of our waste strategy is a 100% segregation at source protocol. By sorting waste into distinct streams Wet (Organic), Dry (Recyclable), and E-waste at the point of generation, we ensure maximum material recovery and regulatory compliance.

   - **Dry & Recyclable Waste:** Paper, plastics, and packaging materials are systematically collected and handed over to BBMP-authorised vendors. This ensures that recyclables are reintegrated into the value chain, minimising the demand for virgin materials.
   - **Zero-Waste-to-Landfill:** Through these rigorous diversion tactics, Swiggy's headquarters achieved a benchmark of 100% waste recycling, reuse, or composting in the current reporting period.

2. **Organic Waste & Closed-Loop Circularity**

   We adopt a "waste-to-resource" model for organic matter, ensuring that food waste from cafeterias and pantries is repurposed effectively:

   - **On-site Transformation:** Utilising Organic Waste Converters (OWCs), organic waste is converted into nutrient-rich compost, which is then reused for campus landscaping and horticulture.
   - **Alternative Diversion:** A significant portion of organic waste is diverted to piggery farms, serving as responsible animal feed and further reducing the environmental burden of decomposition.

3. **Specialised and Hazardous Waste Management**

   Swiggy maintains strict adherence to national environmental safety standards for specialised waste streams:

   - **Electronic Waste (E-waste):** Managed in strict accordance with the E-Waste (Management & Handling) Rules, 2022. We have partnered with Envirokare Recycling Solutions Pvt. Ltd. for the authorised collection and scientific processing of all electronic assets.
   - **Zero Hazardous Output:** For the current period, the entity generated no hazardous, biomedical, or construction and demolition waste, reflecting our clean operational profile.

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

Yes, limited assurance has been carried out by Grant Thornton Bharat LLP.

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.

Swiggy adopts a comprehensive, ecosystem-wide approach to waste management, strategically balancing operational efficiency with environmental stewardship. Our framework extends beyond our corporate boundaries to influence our vast network of over 4,00,000 restaurant partners and millions of consumers, driving a transition toward a circular economy. As a technology-led platform, Swiggy's core operations involve no direct usage of hazardous or toxic chemicals.

1. **Platform-Driven Waste Mitigation & Food Recovery**

   As a digital orchestrator, Swiggy leverages technology to minimise waste at the source and redirect resources to high-impact areas:

   - **Packaging Reduction (Cutlery Opt-Out):** To address the surge in single-use cutlery, we implemented a "cutlery-by-request" model. This behavioral nudge resulted in a 96% opt-out rate within the first week of launch, significantly reducing the manufacturing and disposal burden of disposable cutlery.

2. **Corporate Infrastructure & Resource Recovery**

   Our internal waste management is centered at our Platinum LEED-certified headquarters, where we implement a rigorous "zero-waste-to-landfill" philosophy:

   - **Segregation & Dry Waste Handling:** 100% of waste is segregated at source into organic, recyclable, and non-recyclable streams. Dry waste (paper, plastics, and packaging) is channeled to BBMP-authorised vendors for standardised material recovery.
   - **Organic Waste Circularity:** Food waste from cafeterias and pantries is processed on-site using Organic Waste Converters (OWCs) to produce compost for campus landscaping or responsibly diverted to piggery farms for animal feed.
   - **E-Waste Compliance:** All electronic waste is managed through government-authorised vendors in strict alignment with CPCB guidelines and the E-Waste (Management & Handling) Rules, 2022.

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:

Not applicable, as Swiggy does not operate in ecologically sensitive areas.

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

Not applicable. In accordance with the EIA Notification, 2006, issued under the Environment (Protection) Act, 1986, Swiggy reports that it did not undertake any projects requiring mandatory Environmental Impact Assessments during FY 2025-26.

The nature of Swiggy's business model primarily focused on digital platform orchestration and service-based logistics is inherently low-impact regarding heavy industrial development. Our operational footprint is characterised by leased office spaces and distributed delivery networks, rather than large-scale manufacturing, mining, or infrastructure projects that typically trigger EIA mandates.

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. Swiggy Limited is fully compliant with all applicable environmental laws, regulations, and guidelines in India relevant to service-based entities. The company remains committed to upholding these standards and proactively monitors the evolving regulatory landscape to ensure continued adherence across its operations and value chain.

Leadership Indicators

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

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

(i) Name of the area:

(ii) Nature of operations:

(iii) Water withdrawal, consumption, and discharge in the following format:

The requirement to disclose water withdrawal, consumption, and discharge for facilities in water-stressed areas is not applicable to Swiggy Ltd. for the following reasons:

- **Service-Based Operational Model:** As a technology-driven platform, Swiggy does not own or operate any industrial production plants or manufacturing units. Our operations are centered on digital infrastructure and service logistics, which are inherently low-intensity in terms of water consumption compared to industrial sectors.
- **Strategic Infrastructure Selection:** Swiggy proactively selects office infrastructure with a minimal environmental footprint. Our corporate headquarters is situated within a Platinum LEED-certified campus that employs advanced Sequential Batch Reactor (SBR) technology for in-house wastewater treatment.
- **Circular Water Usage:** The facility implements a closed-loop system where 100% of wastewater is reclaimed and re-utilised for secondary purposes such as sanitation, landscaping, and gardening. This significantly reduces our reliance on external water sources and ensures zero liquid discharge from our primary hub.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2	482,070.13	4,99,111.66
Total Scope 3 emissions per Crore of turnover	Metric tonnes of CO_2/ turnover in ₹ million	3.974852655	5.673993006*
Total Scope 3 emission intensity (optional) – Total Scope 3 / Area)	Metric tonnes of CO_2/ area in sf	1.752708231	1.664

Scope 3 emissions are calculated in accordance with the GHG Protocol corporate standard and cover categories including purchased goods, capital goods, operational waste, business travel, employee commuting and downstream transportation and distribution.

**Figures have been restated and expressed in Metric Tonnes of CO_2 per Million INR of turnover.*

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

No.

3. With respect to the ecologically sensitive areas reported at Question 10 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.

Not applicable, as Swiggy does not operate in any ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Initiative	Details	Outcome
Low Carbon Fleet	Swiggy's ecosystem-driven strategy focuses on access, affordability, and adoption – partnering with 50+ OEMs, fleet operators, financiers, and charging infrastructure players to make EVs accessible across all Tier-1 and most Tier-2 cities. Delivery partners now have access to 70+ EV models, flexible rental plans. To drive behavioural change, Swiggy runs app-led campaigns, vendor incentives, and on-ground activations and fleet manager support, making EV adoption easier for its delivery partners. In July 2024, Swiggy launched Eco Saver – a feature within our platform that promotes order batching and route optimisation to reduce redundant trips, lower last-mile emissions, and improve delivery efficiency.	EV delivery partners have grown 7.15% in the last year. These efforts led to a reduction of 13,308.17 tCO_2e in FY 2025-26 and 4,483 tCO_2e in FY 2024-25. Eco Saver deliveries have resulted in a reduction of over 812 tonnes of CO_2 emissions.
Cutlery Opt-out	Swiggy introduced the cutlery opt-out model to minimise waste in food deliveries. By default, customers do not receive disposable cutlery with their orders unless they explicitly request it. This nudge has helped change user behaviour and significantly reduce cutlery consumption across millions of deliveries.	Within a week of introducing the feature, approximately 96% of orders had cutlery opt-out enabled, significantly reducing waste across our delivery ecosystem.
Operational and Environmental Excellence	Swiggy is committed to transitioning to 100% renewable electricity in its direct operations by 2030, by adopting sustainable and energy-efficient solutions.	Swiggy's corporate head office at Bengaluru, housing majority of our permanent workforce and operational infrastructure embodies our commitment to building a sustainable operational backbone. Swiggy's head office's LEED O&M v4.1 Platinum certification by the U.S. Green Building Council (USGBC) stands as a benchmark in energy efficiency, water conservation, and waste management. Notably, 42% of the electricity used at our corporate head office is sourced from renewables. Guided by this standard, Swiggy is committed to progressively transitioning its infrastructure and operations towards similarly high performing, environmentally responsible facilities.

Initiative	Details	Outcome
Sustainable Packaging	Swiggy continues to expand its sustainability frontier by integrating high-impact interventions across its value chain. Our Sustainable Packaging roadmap ensures that by 2030, our environmental stewardship extends to every restaurant partner, addressing the critical challenge of plastic waste in the food-tech sector.	We launched a Responsible Packaging website, connecting Sustainable packaging vendors with Restaurant Partners, generating over 2,500 leads in its inaugural year. Additionally, we are driving sustainable packaging adoption by running weekly cross-channel marketing campaigns, spanning email, owner app, and push notifications to maximise ecosystem visibility and enable restaurant partners to place direct orders.

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

Yes, Swiggy has implemented a robust Business Continuity and Disaster Recovery (BCDR) framework leveraging AWS multi-Availability Zone (AZ) architecture to ensure high availability and fault tolerance. The strategy includes:

- **Redundancy**: Critical workloads are distributed across independent AZs to mitigate localised infrastructure failures.
- **Data Protection:** Continuous backups and cross-AZ failovers for services like Amazon RDS and EKS ensure minimal data loss.
- **Recovery Standards:** Operations are guided by strictly defined Recovery Time Objectives (RTO) and Recovery Point Objectives (RPO).
- **Resilience:** Regular risk assessments and Business Impact Analyses prioritise recovery efforts, ensuring swift responses to technical, natural, or human-induced disruptions.

Link to policy

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Swiggy's value chain operations do not result in any adverse environmental impact. We work closely with our value chain partners to help them reduce their environmental footprint through collaborative initiatives, as outlined in the table above (Principle 6, Leadership Question 4).

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

During the current financial year, Swiggy conducted a comprehensive Value Chain Supplier assessment for its critical vendors. This assessment specifically evaluated environmental impacts and sustainability practices, with the detailed findings disclosed as a formal Annexure within the Business Responsibility and Sustainability Report (BRSR) of the Annual Report. To further its commitment to sustainable supply chain management, the Company has established a strategic roadmap to significantly increase the coverage of these environmental assessments across its broader partner network in the upcoming years.

Principle 7

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

At Swiggy, we view public policy advocacy as a responsibility to contribute constructively to national development. Our regulatory engagement is rooted in fostering long-term ecosystem health, advocating for the equitable growth of gig workers, restaurant partners, MSMEs, and digital consumers alike.

7

Active affiliations with industry chambers and associations shaping the future of India's platform economy.

Zero

Instances of anti-competitive conduct or adverse regulatory action recorded during the reporting year.

Global Principles for the Platform-Enabled Economy (WEF)

Contributed and signed the Good Work Principles Charter at Davos, in January 2026, focusing on worker-voice research and real-world case studies.

Essential Indicators

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

During the reporting year, Swiggy was actively affiliated with and participated in discussions with seven (7) industry bodies.

b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	NASSCOM (National Association of Software and Service Companies)	National
2.	India Plastics Pact (IPP)	National
3.	Internet and Mobile Association of India (IAMAI)	National
4.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
5.	Technology Services Industry Association (Indiatech.org)	National
6.	Startup Policy Forum	National
7.	Deliver E-Coalition	International

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.**

During the reporting period, Swiggy was not subject to any adverse orders or findings regarding anti-competitive conduct from regulatory authorities. Consequently, no corrective measures were required. We remain steadfast in our commitment to full compliance with competition laws and the promotion of fair market practices in all our business operations.

Leadership Indicators

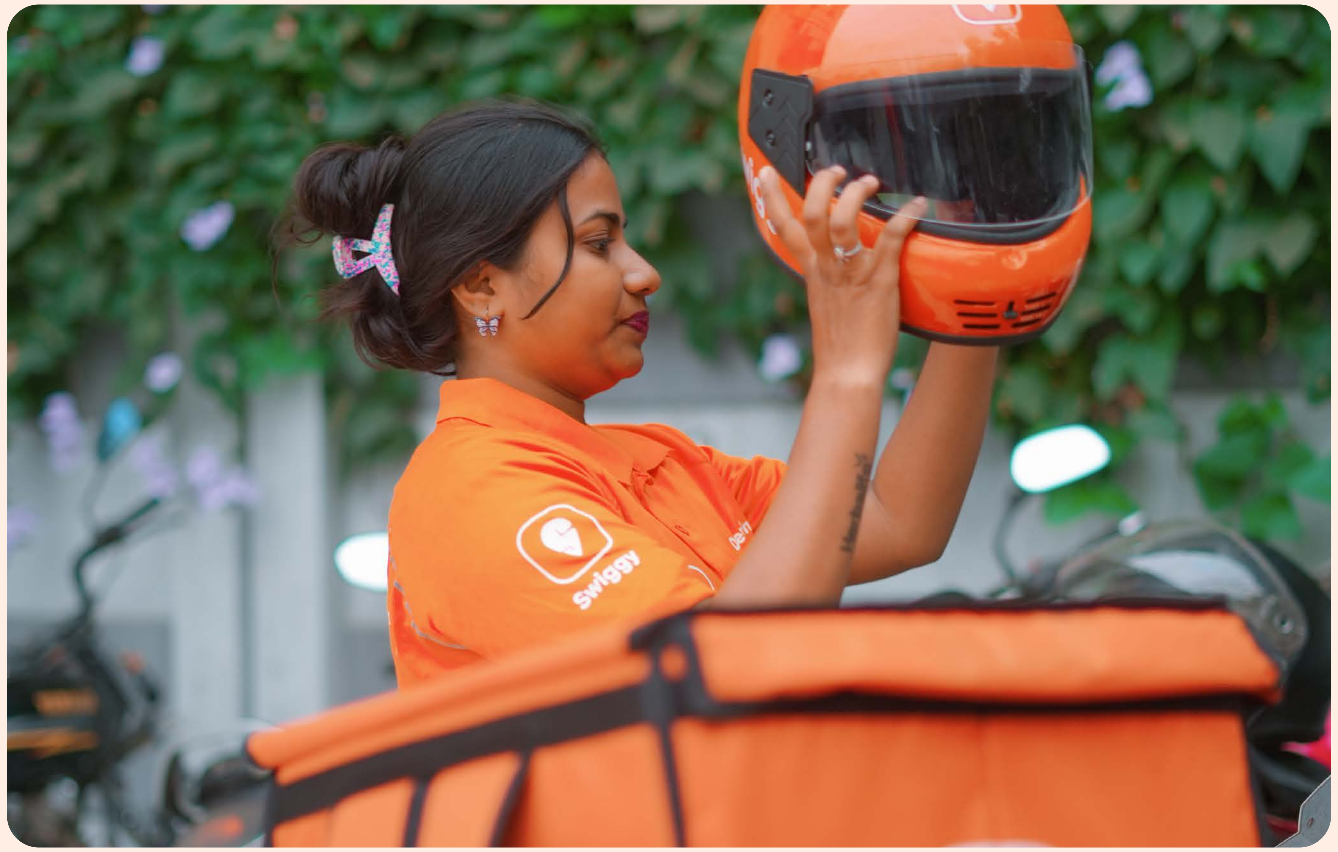
1. **Details of public policy positions advocated by the entity*:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Inputs on Code on Social Security provisions and its draft rules for gig and platform workers.	Provided formal inputs to the Ministry of Labour and Employment, Government of India through industry consultations coordinated with ecosystem stakeholders.	-	-	-
2	Feedback on the Draft Karnataka Platform-Based Gig Workers (Social Security and Welfare) Bill, 2024	Provided formal inputs to the Labour Department, Government of Karnataka through industry consultations coordinated with ecosystem stakeholders.	Yes	-	NASSCOM Link
3	Feedback on the Draft Telangana Gig and Platform Workers Bill, 2025	Submitted inputs to the Labour Department, Government of Telangana, in collaboration with other ecosystem stakeholders.	-	-	-
4	Feedback on the Draft Jharkhand Platform-Based Gig Workers (Registration and Welfare) Bill, 2025	Provided inputs to the Labour Department, Government of Jharkhand, as part of industry consultations with other stakeholders.	Yes	-	NASSCOM Link
5	Inputs and feedback on draft of Global Principles for the Platform-Enabled Economy	Swiggy was invited to the Committee constituted by the World Economic Forum (WEF) to contribute to the drafting of the Global Principles for the Platform-Enabled Economy. In recognition of this contribution, Swiggy was also a special invitee at the formal launch of these principles at the World Economic Forum Annual Meeting in Davos.	Yes	-	Global Principles for the Platform-Enabled Economy
6	Feedback on CAQM's Direction 94	Provided inputs to CAQM as part of industry consultations with other stakeholders.	-	-	-

Principle 8

Businesses should promote inclusive growth and equitable development.

Swiggy's platform is designed to be a catalyst for inclusive growth. Every order activates a value chain that generates livelihoods for restaurants, delivery partners, MSMEs, and nano-entrepreneurs. We are deliberate in ensuring this economic growth remains broad-based, equitable, and sustainable.



Empowering 70,000+

Women-run restaurants on Swiggy.

35+ Startup partnerships

across EV adoption and circularity, fueling ecosystem-led innovation and job creation.

98.63%

Input materials sourced from within India, reinforcing localised, resilient value chains.

Essential Indicators

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

Swiggy is a technology-driven, platform-based service company headquartered in Bengaluru, with other City and Sourcing and Onboarding (SNO) offices strategically located across the country. Given the nature of Swiggy's operations and the deliberate positioning of its facilities, the company does not undertake any land acquisition or involuntary resettlement activities. Accordingly, the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 is not applicable to Swiggy's operations.

However, Swiggy proactively integrates stakeholder feedback into the design and implementation of its social impact initiatives, ensuring they remain inclusive, equitable, and responsive to the evolving needs of the communities it serves.

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

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

Not applicable. Due to the digital nature of Swiggy's business model, operations do not involve land acquisition or physical infrastructure development. Therefore, no activities triggering legal or regulatory Rehabilitation and Resettlement (R&R) mandates were conducted during the reporting period.

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

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

Swiggy has established a structured, transparent, and accessible grievance redressal mechanism to receive and address grievances raised by community stakeholders, including customers, restaurant partners, delivery partners, employees, and local communities impacted by its operations. The mechanism provides multiple reporting channels, defined governance oversight, and time-bound resolution processes to ensure that community grievances are acknowledged, reviewed, and resolved in a fair, consistent, and efficient manner.

1) **Governance and Policy Framework:** The grievance mechanism is governed by Swiggy's Stakeholder Management and Grievance Redressal Policy which outlines a tiered resolution process, defined timelines for redressal, and clear escalation pathways, ensuring accountability and consistency across all complaint categories.

2) **Multiple Reporting Channels:** Community members can lodge grievances through formal channels including customer service portals, written communication, and helpline numbers. For concerns involving ethical conduct, safety, or misconduct, Swiggy's Whistleblower Policy enables confidential or anonymous reporting through a secure platform, with protection against retaliation and independent committee oversight.

3) **Specialised Redressal Mechanisms:** The Internal Complaints Committee (ICC) addresses POSH-related grievances, while dedicated redressal teams manage operational complaints and partner-specific issues. Delivery partners can raise concerns directly through an integrated support system within the Swiggy app, offering real-time chat, call-back options, and grievance status tracking.

4) **Monitoring and Review:** All complaints are monitored for closure within defined service-level timelines and reviewed periodically to identify trends, escalation requirements, or the need for policy-level interventions, ensuring continuous improvements in redressal quality and responsiveness.

5) **Apex Grievance Mechanism:** In addition to stakeholder-specific channels, Swiggy's Stakeholder Management and Grievance Redressal Policy provides an overarching grievance mechanism accessible to all stakeholders through the designated email address: grievances@swiggy.in - ensuring no concern goes unaddressed.

6) **Community Engagement:** Swiggy proactively engages with local communities through its social impact programmes and partnerships, incorporating stakeholder feedback during programme design and implementation to ensure interventions remain inclusive, equitable, and responsive to community needs.

Swiggy
Corporate Overview
Statutory Reports
Financial Statements

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	16.24%	6.10%
Directly from within India	98.63%	98.92%

This considers purchases of raw materials, advertising and sales promotion, delivery & related charges, and relevant expenses classified under "Other Expenses."

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0%	0%
Semi-urban	0.05%	0.0043%
Urban	9.97%	1.4822%
Metropolitan	89.98%	98.51%

The definitions of rural, semi-urban, urban, and metropolitan cities have been adopted in accordance with the Reserve Bank of India's (RBI) classification system.

Leadership Indicators

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

Not Applicable.

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (In ₹)
Not Applicable.			

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

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

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

No preferential procurement policy is available for Swiggy.

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

Not applicable. The Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

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

6. Details of beneficiaries of CSR Projects:

While Swiggy has duly constituted a CSR Committee and formulated a CSR Policy in compliance with statutory requirements, the provisions related to mandatory CSR spending are not applicable for FY 2025-26 based on the financial thresholds prescribed under Section 135 of the Companies Act, 2013.

Principle 9

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

Every Swiggy order represents consumer trust. Our consumer commitment is built on three non-negotiable pillars - safe food, secure data, and a transparent experience - translated into platform features that protect, inform, and empower millions of consumers every day.

7 Mn+

Verified customer reviews informing the dynamic, merit-based Swiggy Seal accreditation framework.

Zero

Data breaches reported in FY 2025-26 and no complaints were recorded under data privacy and cybersecurity categories.

Globally benchmarked

Information security certifications - ISO 27001:2022, ISO 27701:2019, and PCI DSS.

Swiggy

Corporate Overview
Statutory Reports
Financial Statements

Essential Indicators

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

Swiggy maintains a robust, multi-channel engagement framework tailored to its primary stakeholder groups to ensure inclusivity and rapid resolution of concerns.

For end-users, the platform provides real-time support via in-app chat, calls, email, and social media, complemented with systematic post-resolution feedback to drive continuous user experience improvements.

Restaurant Partners utilise the Swiggy Partner App and dedicated live support channels to resolve order-related issues and provide service-level feedback. Beyond these specific channels, Swiggy's Stakeholder Management and Grievance Redressal Policy provides an overarching, centralised mechanism accessible to all stakeholders through the designated email address: grievances@swiggy.in. Insights from these collective interactions are analysed to implement corrective measures and ensure that social impact initiatives remain responsive to community needs.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	1	1	Central Consumer Protection Authority complaint (advertising)	0	0	Central Consumer Protection Authority complaint (advertising)
Cyber-security	0	0		0	0	
Delivery of essential services	-	-	Not Applicable.	-	-	Not Applicable.
Restrictive Trade Practices	0	0	These complaints are based on the proceedings.	0*	0*	Includes complaints registered before judicial authorities by end users and restaurant partners.
Unfair Trade Practices	17	58	Consumer complaint filed before the Consumer forum.	12	45	
Other	21	78	Consumer complaint filed before the Consumer forum.	26	81	

The reported data has been revised in line with consumer complaints registered during that year.

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable.	
Forced recalls		

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

Yes, Swiggy has instituted a robust, multilayered framework and comprehensive policies governing cybersecurity and data privacy risks. This framework is designed to safeguard digital infrastructure and user data through a proactive approach underpinned by industry-leading governance practices.

Core Pillars of Swiggy's Cybersecurity & Data Privacy Framework

- **Governance and Compliance:** Swiggy aligns its internal policies with evolving legislation, including India's Digital Personal Data Protection (DPDP) Act, and maintains global certifications such as ISO 27001:2022, ISO 27701:2019, and PCI DSS.
- **Risk Management & Assessments:** The entity conducts regular risk assessments, impact analyses, and Third-Party Risk Management (TPRM) to ensure data protection standards extend across its broader vendor ecosystem.
- **Technical Safeguards:** Security is enforced through advanced end-to-end encryption, continuous monitoring via SIEM, and AI-driven threat detection for real-time risk neutralisation.
- **Proactive Defence:** Regular vulnerability assessments and ethical hacking simulations are performed to remediate system weaknesses before exploitation.
- **Incident Response & Training:** Formal protocols are in place for responding to cybersecurity incidents, supported by mandatory employee training on cyber hygiene to prevent social engineering and phishing threats.

This integrated strategy strengthens Swiggy's long-term resilience and upholds the highest standards of stakeholder trust and data privacy.

Link to Policy

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

Swiggy maintains a high standard of operational integrity and regulatory compliance. During the reporting period, the entity recorded zero incidents across the following critical governance areas:

- **Product & Service Safety:** There were no product recalls or penalties/actions initiated by regulatory authorities concerning the safety of products or services.
- **Essential Services:** The delivery of essential services was not applicable to Swiggy's business operations during this period.
- **Governance Monitoring:** The company continues to leverage robust internal mechanisms and strong governance practices to proactively monitor and address any emerging risks.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

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

c. Impact, if any, of the data breaches

During the reporting period, Swiggy's data privacy and information security framework, underpinned by an ISO 27001-certified Information Security Management System, remained highly effective.

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

Although no breaches occurred, Swiggy maintains a robust, structured protocol to detect, record, and mitigate potential incidents:

- **Detection & Identification:** Continuous monitoring via SIEM tools and intrusion detection systems, supplemented by a dedicated reporting channel (infosec@swiggy.in).
- **Logging & Classification:** All incidents are recorded in a centralised management system and categorised by severity, scope, and the type of data affected (e.g., PII or financial records).
- **Containment & Response:** Immediate measures include isolating affected systems, revoking compromised credentials, and notifying internal security teams.

- **Notification Protocol:** Mandatory reporting to customers and regulatory authorities (such as CERT-In) within stipulated timeframes based on the breach severity.
- **Post-Breach & Prevention:** Conduct of root cause analysis to identify security gaps, followed by updating policies, regular audits, and employee training to prevent recurrence.

This structured approach ensures that all our data is properly recorded, managed, and mitigated while maintaining compliance with legal and industry standards.

Leadership Indicators

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

Swiggy's products and services are accessible through a comprehensive ecosystem of digital platforms, ensuring seamless engagement for consumers, delivery partners, and restaurant entities across India. Information can be accessed via the following channels:

Primary Service Platforms

- Official Website: www.swiggy.com

Mobile Application: Available for both iOS and Android users:

- Google Play Store: Swiggy - Food & Grocery Delivery
- Apple App Store: Swiggy - Food & Grocery Delivery

Social Media & Professional Networks

Swiggy maintains dedicated handles to provide updates, support, and community engagement for different stakeholder groups:

- Instagram: Swiggy India | Swiggy (Employees) | Swiggy (Delivery Partners)
- Facebook: Swiggy
- LinkedIn: Swiggy
- X (Twitter): Swiggy
- YouTube: Swiggy

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

Swiggy empowers consumers with clear in-app safety guidance on the safe and responsible use of our platform, alongside real-time order updates, transparent delivery timelines, and accessible support for seamless issue resolution. Our dedicated teams vigilantly address delivery partner conduct and on-ground emergencies, ensuring a secure experience.

Building on this commitment, Swiggy actively promotes informed, sustainable consumption through these key initiatives:

Eco Saver: Launched in July 2024, Eco Saver is a platform feature that reduced redundant trips, lowers last- mile emissions, and improved delivery efficiency though order batching and route optimisation. In FY 2025-26, the feature has facilitated a reduction of over 812 tonnes of CO_2e emissions.

Cutlery Opt-Out: Swiggy introduced a default cutlery opt-out model to minimise cutlery waste across food deliveries. Unless explicitly requested, customers do not receive disposable cutlery with their orders, thereby leveraging behavioural design to drive sustainable consumption at scale. Within a week of launch, approximately 96.25% of orders had the opt-out enabled, reflecting a significant and rapid shift in consumer behaviour.

Swiggy Seal: Developed in collaboration with FSSAI-recognised audit agencies and informed by over 7 million verified customer reviews, the Swiggy Seal is a dynamic, merit-based certification designed to systematically raise hygiene and quality standards across the restaurant ecosystem. The Seal is revocable in the event of lapses, embedding a culture of continuous improvement, credibility, and accountability across Swiggy's partner network.

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

While Swiggy is not classified as an 'essential service' under the Essential Services Maintenance Act, 1981, the company recognises its role in maintaining urban supply continuity during exceptional circumstances. To mitigate disruption-related risks, Swiggy has institutionalised the following communication mechanisms:

Consumer Information & Service Disruption Mechanisms

- **In-app Notifications & Dynamic Filters:** Real-time updates notify users of delays or service unavailability due to location-specific conditions like extreme weather or government restrictions.
- **Automated Communication Channels:** Systematic alerts regarding order-level disruptions or downtime are sent via push notifications, SMS, and email.
- **24/7 Customer Support:** A dedicated experience team is available around the clock to communicate proactively on escalated issues and respond to service queries.
- **Public Information Dissemination:** For significant disruptions, Swiggy utilises its corporate website, social media channels, and regional operations teams for broad outreach.

These integrated measures ensure that consumers remain informed through accurate and accessible channels, safeguarding user trust even during periods of operational discontinuation.

4. Does the entity display product information on the product over & above what Is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

As a technology-enabled service platform facilitating hyperlocal services, the mandatory disclosure of manufacturing or product-specific details is not applicable to Swiggy's core business model. However, Swiggy implements the following measures to ensure transparency and enhance the consumer experience:

Voluntary Disclosures: Swiggy enables restaurant and seller partners to voluntarily provide critical product information, such as ingredients, allergens, and nutritional details, directly on the platform to support informed consumer choices.

Continuous Feedback Loop: The digital interface features an integrated in-app chat support rating system that captures user satisfaction data immediately following customer service interactions.

Service Optimisation: Insights derived from these real-time ratings and feedback are analysed internally to drive service improvements and refine the overall user journey.

Independent Practitioners' Limited Assurance Report

Grant Thornton Bharat LLP
Unit No. 02, Second Floor,
BPTP Capital City,
Plot No – 2B, Sector-94, Noida,
Gautam Buddha Nagar - 201301
Uttar Pradesh, India
T +91 120 485 5900
F +91 120 485 5902

To
The Board of Directors
Swiggy Limited
Survey No.14, No. 158, 3rd-6th Floor, Tower I,
Sumadhura Capitol Towers, Pattanduru Agrahara Village, K.R.Puram Hobli,
Bangalore East Taluk, Bengaluru, Karnataka 560066

Independent practitioner's limited assurance report on Identified Sustainability Information included in Swiggy Limited's Business Responsibility and Sustainability Report for the financial year ended 31 March 2026

1. We have been engaged to perform a limited assurance engagement for Swiggy Limited (the 'Company'), vide our engagement letter dated 16 July 2026 in respect of non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report (BRSR) listed in paragraph 2 below (the "Identified Sustainability Information") prepared by the Company's management in accordance with the Criteria stated in paragraph 5 below. This Identified Sustainability Information is included in the BRSR section in the Annual Report of the Company for the financial year ended 31 March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners and engineers.

Identified Sustainability Information

2. The Identified Sustainability Information for the financial year ended 31 March 2026 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	▪ Total energy consumption (in Joules or multiples) ▪ Energy intensity – per rupee of turnover, per rupee of turnover adjusted for Purchasing Power Parity (PPP) and per Full Time Equivalent (FTE) ▪ % of energy consumed from renewable sources
Water footprint	Principle 6 – 3 and 4	▪ Total water consumption ▪ Water consumption intensity - per rupee of turnover, per rupee of turnover adjusted for Purchasing Power Parity (PPP) and per Full Time Equivalent (FTE) ▪ Water discharge by destination and levels of treatment
Greenhouse (GHG) footprint	Principle 6 – 7	▪ Greenhouse gas emissions (Scope 1 and Scope 2 emissions) ▪ GHG emission intensity - per rupee of turnover, per rupee of turnover adjusted for Purchasing Power Parity (PPP) and per Full Time Equivalent (FTE)

Attribute	Principle	Key Performance Indicator
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	▪ Details related to waste generated by the entity (category wise) ▪ Waste intensity - per rupee of turnover, per rupee of turnover adjusted for Purchasing Power Parity (PPP) and per Full Time Equivalent (FTE) ▪ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations ▪ For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: ▪ Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) ▪ Total recordable work-related injuries ▪ No. of fatalities ▪ High consequence work-related injury or ill-health (excluding fatalities)

Attribute	Principle	Key Performance Indicator
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

3. The boundary for the verification of data shall include data pertaining to Corporate Office, and key offices, within India.

4. Our limited assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2026 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

Criteria

5. The criteria used by the Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as the 'Criteria'):

   Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated 30 January 2026 and BRSR Core Reporting Standard formulated by Industry Standards Forum.

Management's Responsibilities

6. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

7. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Practitioner's Independence and Quality Control

8. We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') issued by the International Ethics Standards Board for Accountants' ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and we have the required competencies and experience to conduct this assurance engagement.

9. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements", which requires the firm to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner's Responsibility

10. Our responsibility is to express a limited assurance in the form of a conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

11. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 (Revised)"), issued by the International Auditing and Assurance Standards Board ("IAASB"). This standard requires that we plan and perform our engagement to obtain limited assurance about whether anything has come to our attention that causes us to believe that the Identified Sustainability Information is not prepared, in all material respects, in accordance with the Criteria or is not free from material misstatement.

12. A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, identifying areas where material misstatement is likely to arise in the Identified Sustainability Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

13. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the Criteria.

14. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

15. Given the circumstances of the engagement, in performing the procedures listed above, our work procedures included the following:

   - Conducted discussions with individual data owners for understanding business processes and data management processes at corporate office and key offices within India.
     - Conducted interviews with data owners to understand the reporting process, governance, systems and controls in place during the reporting period.
     - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
     - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information.
     - Selected key parameters and representative sampling, based on statistical sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data etc.
     - Re-performed calculations to check accuracy of claims.
     - Reviewed data from independent sources, wherever available.
     - Reviewed data, information about sustainability performance indicators and statements in the report.
     - Reviewed and verified information/ data as per the Criteria.
     - Reviewed accuracy, transparency and completeness of the information/ data provided.

Exclusions

16. Our limited assurance engagement scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the paragraph 2 and 3 above on Scope of Assurance
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., 1st April 2025 to 31st March 2026.
- Data related to Company's financial performance, strategy and other related linkages expressed in Identified Sustainability Information.
- The statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company
- Assertions related to Intellectual Property Rights and other competitive issues
- Mapping of the Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Conclusion

17. Based on the procedures we have performed and the evidence we have obtained and the information and explanations given to us along with the representation provided by the management, nothing has come to our attention that causes us to believe that the Identified Sustainability Information included in the BRSR for the financial year ended 31st March 2026 is not prepared in all material respects, in accordance with the Criteria.

Other Matter(s)

1 The information pertaining to the financial year ended 31 March 2025, included as comparative information in the Identified Sustainability Information, has been certified by the management and was not subjected to limited / reasonable assurance engagement.

Our conclusion is not modified with respect to this matter.

Restriction on use

2. Our limited assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

Grant Thornton Bharat LLP
Abhishek Tripathi Partner
Dated: 17 July 2026
Place: Grant Thornton Bharat LLP, Noida

GRI Content Index

BRSR section	BRSR principle	BRSR question	GRI indicator
Section A	-	Corporate Identity Number (CIN) of the Listed Entity	
		Name of the Listed Entity	GRI 2-1-a
		Year of incorporation	
		Registered office address	
		Corporate address	GRI 2-1-c
		E-mail	GRI 2-3-d
		Telephone	
		Website	
		Financial year for which reporting is being done	GRI 2-3- (a, b)
		Name of the Stock Exchange(s) where shares are listed	
		Paid-up Capital	
		Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	GRI 2-3-d
		Reporting boundary	GRI 2-2- (a, c)
		Name of assurance provider	
		Type of assurance obtained	
		Details of business activities (accounting for 90% of the turnover)	GRI 2-6-b-i
		Products/Services sold by the entity (accounting for 90% of the entity's Turnover)	GRI 2-6-b-i
		Number of locations where plants and/or operations/offices of the entity are situated	GRI 2-6-b-i
		Number of locations (Markets served by the entity)	GRI 2-6-b- (i, iii)
		What is the contribution of exports as a percentage of the total turnover of the entity	
		A brief on types of customers	
		Employees and workers (including differently abled)	GRI 2-7- (a, b-i, ii) GRI 2-8-a GRI 405-1-b-iii
		Differently abled Employees and workers	
		Participation/Inclusion/Representation of women	GRI 405-1-a-i GRI 405-1-b-i
		Turnover rate for permanent employees and workers	GRI 401-1-b
		Names of holding / subsidiary / associate companies / joint ventures	GRI 2-2-(a, b)
		Whether CSR is applicable as per section 135 of Companies Act, 2013	GRI 201-1-a-i-ii-iii
		Turnover (in ₹)	
		Net worth (in ₹)	
		Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	GRI 2-25-e
		Overview of the entity's material responsible business conduct issues	GRI 3-1-a-i-ii GRI 3-1-b GRI 3-2-a GRI 3-3-a GRI 3-3-d-i-ii GRI 201-2-a
Section B		a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	GRI 2-23-(a, c, d) GRI 2-11-(a, b)
		b. Has the policy been approved by the Board? (Yes/No)	
		c. Web Link of the Policies, if available	
		Whether the entity has translated the policy into procedures. (Yes / No)	GRI 2-24-a-ii GRI 2-10
		Do the enlisted policies extend to your value chain partners? (Yes/No)	GRI 2-23-e

BRSR section	BRSR principle	BRSR question	GRI indicator
		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.	
		Specific commitments, goals and targets set by the entity with defined timelines, if any.	GRI 3-3-c GRI 3-3-e-ii
		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	GRI 3-3-e-iii
		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	GRI 2-22-a GRI 2-12-a
		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	GRI 2-13-a-i
		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.	GRI 2-9-b GRI 2-9-c-i-viii
		Details of Review of NGRBCs by the Company:	
		Performance against above policies and follow up action	
		Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	
		Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	GRI 2-5-b-i-iii
		If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	
		The entity does not consider the Principles material to its business (Yes/No)	
		The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
		The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
		It is planned to be done in the next financial year (Yes/No)	
		Any other reason (please specify)	
Section C	Principle 1	Percentage coverage by training and awareness programmes on any of the principles during the financial year:	GRI 2-17-a GRI 2-24-a-iv
		Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):	GRI 2-27-a-i-ii GRI 2-27-b-i-ii GRI 2-27-c GRI 2-27-d
		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	GRI 2-27-a-i-ii
		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	GRI 2-23-a GRI 2-23-c GRI 3-3-c GRI 205-1
		Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:	GRI 205-1 GRI 205-3- (a-d)
		Details of complaints with regard to conflict of interest:	GRI 2-25-e GRI 2-15- (a, b)
		Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	GRI 205-3
		Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format	
		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, in the following format:	

Swiggy
Corporate Overview
Statutory Reports
Financial Statements

BRSR section	BRSR principle	BRSR question	GRI indicator
		Awareness programmes conducted for value chain partners on any of the Principles during the financial year	GRI 2-24-a-iv
		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	GRI 2-10-b-iii GRI 2-15-a
	Principle 2	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.	
		a. Does the entity have procedures in place for sustainable sourcing? (Yes/ No) b. If yes, what percentage of inputs were sourced sustainably?	GRI 308-1-a GRI 414-1-a
		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.	GRI 3-3-d GRI 306-2-a
		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	
		Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?	
		If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same	GRI 3-3- (a, d) GRI 306-1 GRI 306-2-a
		Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).	GRI 301-1 GRI 301-2-a
		Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:	GRI 301-2-a GRI 301-3-a
		Reclaimed products and their packaging materials (as percentage of products sold) for each product category.	GRI 301-1 GRI 301-3-a
	Principle 3	Details of measures for the well-being of employees:	GRI 401-2-a-i-vii
		Details of measures for the well-being of workers:	
		Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –	
		Details of retirement benefits, for Current FY and Previous Financial Year	GRI-201-3-b-i-iii GRI 201-3-c GRI 201-3-d GRI 201-3-e
		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.	GRI 3-3
		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.	GRI 3-3-c
		Return to work and Retention rates of permanent employees and workers that took parental leave.	GRI 401-3
		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	GRI 2-25
		Membership of employees and worker in association(s) or Unions recognised by the listed entity	GRI 2-30-a GRI 402-1 GRI 407-1
		Details of training given to employees and workers	GRI 403-5-a GRI 404-1-a-i GRI 404-2-a
		Details of performance and career development reviews of employees and worker	GRI 404-3- a

BRSR section	BRSR principle	BRSR question	GRI indicator
		Health and safety management system: a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	GRI 403-1-a GRI 403-1-b GRI 403-2-a GRI 403-2-b GRI 403-2-c GRI 403-4-a GRI 403-6-a
		Details of safety related incidents, in the following format:	GRI 403-9-a-i-v GRI 403-9-b-i-v GRI 403-10-a GRI 403-10-b-ii
		Describe the measures taken by the entity to ensure a safe and healthy work place	GRI 3-3-d-i-iii GRI 403-2-a-i-ii GRI 403-9-c-iii GRI 403-9-d GRI 403-10-c-iii
		Number of Complaints on the following made by employees and workers:	GRI 2-25-e
		Assessments for the year: Health and safety practices, Working Conditions	GRI 3-3-e-i
		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.	GRI 3-3-d-i-ii GRI 403-9-c-ii-iii GRI 403-9-d GRI 403-10-c-ii-iii
		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)	GRI 401-a-i
		Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners	
		Provide the number of employees / workers having suffered high consequence workrelated 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:	GRI 3-3-d-ii
		Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	GRI 404-2-b
		Details on assessment of value chain partners	GRI 414-2-a
		Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.	GRI 414-2-d GRI 414-2-e
	Principle 4	Describe the processes for identifying key stakeholder groups of the entity.	GRI 2-29-a-i
		List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.	GRI 3-1-b GRI 2-29-a-i-iii
		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.	GRI 2-12-b GRI 2-13- (a, b) GRI 2-29-a
		Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	GRI 3-1-a-i-ii GRI 3-1-b
		Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.	GRI 2-29-a-i-iii
	Principle 5	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:	GRI 2-24-a-iv GRI 205-2-e GRI 403-5-a GRI 404-1-a-i-ii GRI 410-1-a
		Details of minimum wages paid to employees and workers, in the following format	GRI 202-1- (a, b) GRI 405-2-a
		Details of remuneration/salary/wages a. Median remuneration / wages b. Gross wages paid to females as % of total wages paid by the entity, in the following format	GRI 2-19-a-i-v GRI 2-21-a

BRSR section	BRSR principle	BRSR question	GRI indicator
		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)	GRI 2-13-a-i-ii
		Describe the internal mechanisms in place to redress grievances related to human rights issues.	GRI 2-25-b GRI 2-25-d GRI 2-25-e
		Number of Complaints on the following made by employees and workers:	GRI 2-25-e, GRI 406-1-a 5.1, 5.2, 8.7,
		Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:	
		Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	GRI 2-25-e
		Do human rights requirements form part of your business agreements and contracts? (Yes/No)	GRI 2-23-a-iv GRI 2-23-e GRI 2-23-f GRI 2-24-a-iii GRI 414 GRI 3-3
		Assessments for the year (Child labour, Forced/involuntary labour, etc)	
		Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	GRI 3-3-d-i-ii
		Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	GRI 2-25- (b, e) GRI 3-3-d-i-ii
		Details of the scope and coverage of any Human rights due-diligence conducted	GRI 3-1-a-i GRI 3-3- (a, c, d)
		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?	
		Details on assessment of value chain partners (Sexual Harassment, Discrimination at workplace, Child Labour, etc)	GRI 414-1-a GRI 414-2-a
		Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	GRI 414-2- (d, e)
	Principle 6	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	GRI 302-1-a GRI 302-1-b GRI 302-1-c-i GRI 302-1-e GRI 302-3-a GRI 302-1-b
		Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	
		Provide details of the following disclosures related to water, in the following format:	GRI 303-1 GRI 303-3-a-i-iv GRI 303-5-a
		Provide the following details related to water discharged:	
		Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	GRI 303-1-a GRI 303-2-a
		Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:	GRI 305-7-a-i-vii
		Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:	GRI 305-1 GRI 305-2 GRI 305-3 GRI-305-4
		Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	GRI 305-5-a GRI 305-5-b GRI 305-5-c GRI 305-5-d

BRSR section	BRSR principle	BRSR question	GRI indicator
		Provide details related to waste management by the entity, in the following format:	GRI 306-3-a GRI 306-4-a GRI 306-4-b-i-iii GRI 306-4-c-i-iii GRI 306-5-a GRI 306-4-5-i-iii GRI 306-5-c-i-iv
		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.	GRI 306-2-a GRI 3-3-c GRI 3-3-d-i-ii
		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:	GRI 304-1-a-i-v
		Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:	GRI 304 GRI 413-1-a-ii GRI 303-1- (a,c)
		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:	GRI 2-27-a-i-ii GRI 2-27-b-i-ii
		Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area (ii) Nature of operations(iii) Water withdrawal, consumption and discharge in the following format:	GRI 303-3-b-i-iv GRI 303-4-a-i-ii
		Please provide details of total Scope 3 emissions & its intensity, in the following format:	GRI 305-3- (a, b) GRI 305-4- (a-d)
		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.	GRI 304-2-a-i-vi GRI 304-2-b-i-iv GRI 304-3-a
		If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:	GRI 3-3
		Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link	
		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	GRI 308-2-c GRI 308-2-d
		Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts	GRI 308-1-a GRI 308-2-a
	Principle 7	a. Number of affiliations with trade and industry chambers/ associations. b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.	GRI 2-28-a
		Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.	GRI 206-1 GRI 3-3
		Details of public policy positions advocated by the entity:	GRI 2-28-a GRI 415
	Principle 8	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.	GRI 413-1-a-i-iii GRI 203-1
		Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format	GRI 413-1-a-iv GRI 413-2-a
		Describe the mechanisms to receive and redress grievances of the community	GRI 3-3 GRI 2-25-b GRI 413-1-a-viii

BRSR section	BRSR principle	BRSR question	GRI indicator
		Percentage of input material (inputs to total inputs by value) sourced from suppliers:	GRI 204-1-a GRI 204-1-b GRI 204-1-c
		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	
		Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):	GRI 3-3-d-i-ii GRI 413-1-a-iv GRI 203-1
		Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:	GRI 413-1-a-iv GRI 203-1
		(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) (b) From which marginalized /vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?	GRI 3-3 GRI 203-1 GRI 204-1-a
		Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:	GRI 201-1
		Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved	GRI 3-3-d-i-ii
		Details of beneficiaries of CSR Projects:	GRI 413-1- a-iv GRI 203-1
	Principle 9	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	GRI 2-25- (b, d, e) GRI 2-29-a
		Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	GRI 417-1-a-i-v GRI 417-1-b
		Number of consumer complaints in respect of the following	GRI 418-1-a-i-ii GRI 418-1-b
		Details of instances of product recalls on account of safety issues	GRI 416-2-a-i-iii
		Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	GRI 2-23-a GRI 2-23-c GRI 3-3 GRI 418
		Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	GRI 3-3-d-i-ii
		Provide the following information relating to data breaches: a. Number of instances of data breaches b. Percentage of data breaches involving personally identifiable information of customers c. Impact, if any, of the data breaches	GRI 418-1-a
		Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	GRI 2-6-b-i
		Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	GRI 417 GRI 3-3
		Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.	
		Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	GRI 417-1-a-i-v GRI 417-1-b