



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	NSE Symbol	RAMCOIND
2	BSE Scrip Code	532369
3	MSEI Symbol	NOTLISTED
4	ISIN	INE614A01028
5	Corporate Identity Number (CIN) of the Listed Entity	L26943TN1965PLC005297
6	Name of the Listed Entity	RAMCO INDUSTRIES LIMITED
7	Year of incorporation	27 th January, 1965
8	Registered office address	47, P.S.K. Nagar, Rajapalayam, Virudhunagar, Tamilnadu 626108
9	Corporate office address	Auras Corporate Centre, 6 th floor, 98-A, Dr. Radhakrishnan Salai, Mylapore, Chennai, Tamilnadu - 600004
10	E-mail	bms@ramcoind.com
11	Telephone	044- 2847 8585
12	Website	www.ramcoindltd.com
13	Financial Year for which reporting is being done	1 st April 2025 to 31 st March 2026
14	Names of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
15	Paid up Capital in crore	₹ 8.68
16	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Preston Davis C, Head - EHSS and C 044 2847 8585 EXTN:3445 Email: cpd@ramcoind.com
17	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).	The disclosures under this report are made on a Standalone basis
18	Whether the company has undertaken assessment or assurance of the BRSR Core?	Yes
19	Name of assurance provider	TUV-SUD South Asia Pvt Ltd.
20	Type of assurance obtained	Limited Assurance

II. Products/services

21. 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	Building Products	Manufacture of Fibre Cement Board, Calcium Silicate Boards, Insulation Boards of vegetables fibre, straw, or wood waste, agglomerated with cement & other mineral binders.	83.75%
2	Cotton Yarn	Preparation and spinning of cotton fibre including blended cotton	13.40%

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

S. No	Product/Service	NIC Code			% of total turnover contributed
		Group	Class	Sub Class	
1	Preparation and spinning of cotton fibre including blended cotton	131	1311	13111	13.40%
2	Manufacture of Fibre Cement Boards, Calcium Silicate Boards, Insulation Boards of Vegetables fibres, straw, or wood waste, agglomerated with cement & other mineral binders.	239	2395	23956	83.75%
3	Electric power generation using other non-Conventional sources (Wind Farm)	351	3510	35106	0.13%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	10 - Building products division 1 - Textile division (Cotton Yarn)	1	12
International*	2	1	3

For the first time Spinning division and Corporate office included in the report, Indian Marketing offices and Depots are not included

**Sri Lankans office and plants data are not included in the report below*

24. Markets served by the entity:

a. Number of locations*

Location	Numbers
National (No. of States)	30
International (No. of Countries)	21

**Our dealer and distributors network may sell to other locations which are not tracked as part of this report*

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

The contribution of export to the turnover is 5.09%.

**For the first time Spinning division included in the export turnover%*

- c. A brief on types of customers

• **Institutional & Project Clients**

* Government bodies, infrastructure projects, builders, and real estate developers.

• **Industrial & Export Markets**

* Large industrial buyers and overseas customers in selected geographies.

• **Dealer & Distributor Network**

* Extensive channel partners ensuring wide market reach and product availability.

• **Contractors & Applicators**

* Key stakeholders in project execution, influencing product choice during installation.

• **Architects & Consultants**

* Decision-makers who specify products in designs and approvals.

• **Retail & Individual Consumers**

* Served through distribution channels for small-scale construction and renovation needs.

IV. Employees

25. 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)	847	836	98.70	11	1.30
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D+E)	847	836	98.70	11	1.30
WORKERS						
4	Permanent (F)	928	614	66.16%	314	33.84%
5	Other than Permanent (G)	2107	2107	100%	0	0
6	Total workers (F+G)	3035	2721	89.65%	314	10.35%

**For the first time Spinning division included in the report*

- b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D+E)	-	-	-	-	-

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F+G)	-	-	-	-	-

26. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel	4	0	0

27. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.56%	2.45%	14.01%	16.91%	0%	16.91%	16.27%	9.09%	25.36%
Permanent Workers	0.90%	3.21%	4.11%	0.85%	1.78%	2.63%	0.69%	2.14%	2.83%

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

28. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sudharsanam Investments Limited	Subsidiary	100%	No
2	Sri Ramco Lanka (Pvt) Limited, Sri Lanka	Subsidiary	99.99%	No
3	Sri Ramco Roofings Lanka (Pvt) Limited, Sri Lanka	Subsidiary	1.27%	No
4	The Ramco Cements Limited	Associate	21.82%	Yes
5	Rajapalayam Mills Limited	Associate	1.73%	No
6	Ramco Systems Limited	Associate	18.98%	Yes
7	Ramco Industrial and Technology Services Limited	Associate	1.05%	No
8	Madurai Trans Carrier Limited	Associate	17.17%	No

VI. CSR Details

29. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹) : 14435051139.00
(iii) Net worth (in ₹) : 13291081668.00

VII. Transparency and Disclosures Compliances

30. 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)	Current Financial Year 2025-26			Previous Financial Year 2024-25		
		No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.ramcoindltd.com/corporate_office.html	-	-	-	-	-	-
Investors (other than shareholders)	Yes, https://www.ramcoindltd.com/corporate_office.html	-	-	-	-	-	-
Shareholders	Yes, https://www.ramcoindltd.com/corporate_office.html	-	-	-	-	-	-
Employees and workers	Yes, https://www.ramcoindltd.com/corporate_office.html	-	-	-	-	-	-
Customers	Yes, https://www.ramcoindltd.com/corporate_office.html	5685	0	-	5646	0	-
Value Chain Partners	Yes, https://www.ramcoindltd.com/corporate_office.html	-	-	-	-	-	-
Other (please specify)	NA	-	-	-	-	-	-

31. 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.	GHG Emissions	Risk and Opportunity	Increasing regulatory requirements and demand for low-carbon construction materials	Renewable energy, fuel switch (PNG, briquettes), carbon tracking, green product development	Positive
2.	Energy Management	Risk and Opportunity	Rising energy costs and need for efficiency	Energy optimization, alternative fuels, digital monitoring systems	Positive
3.	Water management	Risk	Water scarcity and regulatory pressure	100% recycling, reuse, monitoring systems	Positive
4.	Waste Management	Risk and Opportunity	EPR regulations and sustainability	Recycling, 3R practices, certified disposal,	Positive
5.	Workforce Health & Safety	Risk	Risk of workplace incidents in manufacturing operations	Strong EHS systems, training, compliance monitoring	Positive
6.	Community Development (CSR)	Opportunity	Increasing stakeholder expectations for social impact	Focused CSR initiatives and community engagement programs	Positive
7.	Employee Engagement and Wellbeing	Opportunity	Need for talent retention and productivity improvement	Wellbeing initiatives, training, engagement programs	Positive
8.	Sustainable supply chain	Risk and Opportunity	Supply disruptions, raw material availability, cost volatility	Supplier diversification, localization, procurement strengthening	Positive
9.	Corporate Governance & Business Ethics	Risk	Non-compliance with regulatory requirements and ethical standards may lead to reputational and financial risks.	The Company ensures strong governance practices, internal controls, and adherence to ethical standards.	Positive
10.	Product Quality & Compliance	Risk	Failure to meet quality and regulatory standards may affect customer trust and market access.	The Company maintains robust quality systems, certifications, and regular testing to ensure compliance.	Positive
11.	Digitalization & Data Management	Opportunity	Adoption of digital systems enhances operational efficiency and ESG data tracking capabilities.	The Company is maintaining digital tools for monitoring, reporting, and improving operational performance.	Positive
12.	Fair Wages & Labor Practices	Risk	Non-compliance with wage regulations and labor practices may lead to legal and reputational risks.	The Company ensures compliance with labor laws, conducts audits, and monitors contractor practices to maintain fair wage standards.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
c. Web Link of the Policies, if available: https://www.ramcoindltd.com/policies.html									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Quality, Safety & Environmental Certifications • Commitment to Standards: Strong focus on product quality, occupational safety, and environmental responsibility. • ISO Certifications: Achieved ISO 9001:2015 (Quality), ISO 14001:2015 (Environment), and ISO 45001:2018 (Occupational Health & Safety), for selected sites. • Product Compliance: Conformance with product relevant Bureau of Indian Standards including IS 459:1992, IS 14862:2000, IS 14871:2000, EN 12467:2012, SANS 803:2005, ASTM C 1186. Sustainability & Global Recognitions • Environmental Credentials: Selected products verified with Environmental Product Declaration (EPD), and certified for GreenPro, and GRIHA. • International Approvals: Recognized by CCMC (Canada), CE marking (Europe), SABS (South Africa), and CCRR (USA).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	P1 - Develop and implement a comprehensive Sustainability Strategy with enhanced ESG governance, periodic Board oversight, and annual review of ethics, compliance, and risk management practices. P2 - Increase the adoption of sustainable raw materials, improve resource efficiency in manufacturing, and enhance product sustainability through innovation and responsible sourcing as part of the Sustainability Strategy, with progressive implementation. P3 - Strengthen employee health, safety, skill development, diversity, and employee engagement initiatives, aiming for continuous improvement in workplace safety and employee well-being commitment to zero fatality targets and continuous reduction of LTIFR (Lost Time Injury Frequency Rate). P4 - Establish a structured stakeholder engagement framework to regularly identify, assess, and address stakeholder concerns, with periodic materiality assessments and engagement mechanisms. P5 - Strengthen human rights due diligence across operations and the supply chain through policy implementation, employee awareness, supplier engagement, and grievance mechanisms under the Sustainability Strategy, with continuous monitoring.								

	P6 - Improve energy efficiency, increase renewable energy usage by installing additional solar project, reduce greenhouse gas emissions, optimize water consumption and discharge by installing more Bio-STP in our selected sites, enhance waste management, and promote circular economy initiatives as part of the Sustainability Strategy, with measurable progress. P7 - Continue transparent engagement with industry associations and regulatory bodies while ensuring all advocacy activities comply with ethical business practices and applicable laws, with ongoing monitoring. P8 - Expand community development initiatives in education, healthcare, sanitation, livelihood enhancement, and rural development through CSR programmes, aligned with the Sustainability Strategy and reviewed annually. P9 - Enhance product quality, customer satisfaction, product safety, and responsible communication while strengthening customer grievance redressal mechanisms and continuous product improvement.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Below initiatives are carried out in FY2026-27 Environmental Initiatives: 1. Installation of a 4 MW solar power system at Tamilnadu to support the plant's located in Arakkonam & Gangaikondan. 2. Installation of the Bio-STP in the selected sites for the Green Belt development.
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)	Employee Health & Safety • Work environment: Safe, inclusive, and performance-driven culture. • Standards alignment: Systems compliant with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 for selected sites Community Engagement • CSR initiatives: Programs designed to deliver long-term benefits to surrounding communities. Environmental Responsibility • Energy efficiency: Adoption of measures to reduce energy use. • Emission reduction: Initiatives to lower greenhouse gas emissions. • Water stewardship: Responsible management and conservation of water resources. • Resource optimization: Sustainable utilization of raw materials and inputs.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Chief Executive Officer (CEO) is responsible for the effective implementation of policies, while the Board of Directors and its respective committees oversee, monitor, and periodically review their execution and effectiveness.

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.

Leadership accountability: The Managing Director, CEO, and Executive Leadership Team hold collective and individual responsibility for sustainability strategy and performance.

Active role: Leadership drives, monitors, and reviews ESG initiatives while keeping the Board updated on progress and emerging developments.

Board oversight: The Board of Directors provides governance by periodically evaluating sustainability performance.

Alignment focus: Ensures initiatives remain consistent with corporate objectives, stakeholder expectations, and regulatory requirements

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	Committee of the Board						NA	Committee of the Board		Annually						NA	Annually	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board						NA	Committee of the Board		Annually						NA	Annually	

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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
NO	Yes	Yes	NO	NO	Yes	NO	NO	NO

M/s. TUV-SUD South Asia Pvt Ltd. and Bureau of Indian Standards.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	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)	-	-	-	-	-	-	No	-	-
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	No	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	No	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

We are not doing any lobby hence P7 is not applicable for us

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1:

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

Essential Indicator

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	0	0
Key Management Personnel	3	Ramco Industries Limited conducted mandatory training programs through both virtual and in-person modes covering critical topics such as workplace safety, Code of Conduct, anti-bribery practices, conflict of interest, and prevention of sexual harassment for employees across all levels of the organization. In addition, the company delivers role-based training in specialized areas including Quality Management and Sustainability, while also promoting continuous learning and capability enhancement through periodic e-learning modules available on its online training platform	75%
Employees other than BOD and KMPs	6		90.36%
Workers	286		85.47%

- 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	Principle 1	GST	2000	Rajasthan: We have paid the penalty of ₹2,38,255/-. In this connection we have filed an appeal in form GST APL-01 on 28.07.2025 to get waiver and refund of penalty paid. In this regard we got the favourable order in Form GST APL-04 by confirming the minimum demand of ₹2,000/-.	Yes
	Principle 1	GST	213620	Tamil Nadu-Regular: Vehicle intercepted for the e-way bill validation expired for the invoice number AKMF/03255/25-26 dt.14.01.2026. 200% penalty levied u/s.129(3) of CGST Act, on the GST part invoiced and penalty paid. This is mistake of transporter and under the process of collecting from transporter.	No

	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	Principle 1	GST	116970	Tamil Nadu-Regular: Vehicle intercepted by saying the reason of e-way bill addressed to unregistered customer and QR Code of IRN is invalid for the invoice number AKMF/03543/25-26 dt.06.02.2026. 200% penalty levied u/s.129(3) of CGST Act, on the GST part invoiced and paid. We have paid this penalty and filed an appeal to convey our objection and awaiting for GST Department response.	Yes
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	-	Nil	-	-
Punishment	-	Nil	-	-

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

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

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, Ramco Industries Limited have an exclusive Anti-Corruption/ Anti - Bribery policy which will serves to guide employees, stakeholders, and business partners against corruption/ bribery in all forms. <https://www.ramcoindltd.com/policies.html>

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

	Current Financial Year 2025-26	Previous Financial Year 2024 - 25
Board of Directors	Nil	Nil
Key Management Personnel	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

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

Segment	Current Financial Year 2025-26		Previous Financial Year 2024 - 25	
	Number	Remarks	Number	Remarks
Number of days of accounts payables	7	-	12	-

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	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 2025
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25.32%	23.00%
	b. Number of trading houses where purchases are made from	964	980
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	39.94%	35.05%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	86.64%	81.71%
	b. Number of dealers / distributors to whom sales are made	4674	4502
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	11.46%	10.91%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	21.36%	47.44%
	b. Sales (Sales to related parties / Total Sales)	5.42%	6.08%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	10.15%	12.21%
	d. Investments (Investments in related parties / Total Investments made)	87.50%	85.49%

Spinning division included for the FY2025-26 & FY2024-25, RPT's included for the FY2025-26 & FY2024-25

Leadership Indicator

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
-	-	-

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. -

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicator

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.

	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25	Details of improvements in environmental and social impacts
R & D	1.37%	1.33%	Ramco Industries Limited continues to strengthen product quality and operational excellence through sustained investments in research and development, enabling the company to consistently maintain high quality standards. By incorporating circular economy principles into its operations, the company has optimized its raw material mix through the use of alternative materials, contributing to cost efficiency while simultaneously minimizing environmental impact.
CAPEX	3%	6.49%	Energy efficiency, air emission control, rainwater harvesting, safety and wellbeing

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

EndofLife Product Management

- **Product range:** Fibre cement roofing sheets, calcium silicate boards, and fibre cement boards.
- **Lifecycle:** Designed with a long service life of ~40 years.
- **Current scope:** The company does not undertake collection, reclamation, reuse, recycling, or disposal of products at endoflife.
- **Focus area:** Emphasis remains on durability and extended lifespan to minimize waste generation.

We don't use any plastics for our packaging, and no plastic, E-Waste are part of our product line.

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.
- **Applicability:** EPR regulations apply to the company's operations. Plastic waste are generated as our supplier packing of raw materials.
 - **Registration:** Entity is registered as an importer under EPR framework.

- **Compliance:** All plastic waste generated is directed to authorized recyclers.
- **Alignment:** Waste management practices are carried out in line with EPR requirements submitted to Pollution Control Boards.
- **Commitment:** Ensures responsible disposal and recycling to meet sustainability and regulatory obligations.

Leadership Indicator

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 following format? -
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. **No**

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

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 materials	Recycled or re-used input material to total material	
	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
-	-	-

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

	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
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
-	-

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicator

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	836	836	100%	836	100%	NA	NA	NA	NA	NA	0%
Female	11	11	100%	11	100%	11	100%	NA	NA	NA	0%
Total	847	847	100%	847	100%	11	1.30%	NA	NA	NA	0%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Spinning division included for the FY 2025-26

There are no contract employees.

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	614	614	100%	614	100%	NA	NA	-	-	-	-
Female	314	314	100%	314	100%	314	100%	-	-	-	-
Total	928	928	100%	928	100%	314	33.84%	-	-	-	-
Other than Permanent Workers											
Male	2107	0	0%	2107	100%	-	-	-	-	-	-
Female	0	0	0%	0	0	-	-	-	-	-	-
Total	2107	0	0%	2107	100%	-	-	-	-	-	-

Spinning division included for the FY2025-26

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

	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Cost incurred on well-being measures as a % of total revenue of the company	0.73%	0.74%

Spinning division included for the FY2025-26 and FY2024-25

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

Benefits	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9.79%	23.55%	Y	6.40%	26.39%	Y
Others - Please Specify	-	-	-	-	-	-

3. Accessibility of workplaces:

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

Yes - Have accessibility facilities such as Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc.

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

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

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

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Gender	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes, grievance redressal mechanism for permanent employees through department heads/HR.
Other than Permanent Employees	Yes, Employees can address their grievance through department heads
Permanent Workers	Yes, permanent workers can escalate their concerns through shift in-charge
Other than Permanent Workers	Yes, other than permanent workers can escalate their concerns through shift in-charge

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

Category	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	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	847	0	0	780	0	0
Male	836	0	0	769	0	0
Female	11	0	0	11	0	0
Total Permanent Workers	928	232	25	964	238	24.69
Male	614	232	37.79	660	238	36.06
Female	314	0	0	304	0	0

Spinning division included for the FY2025-26 & FY2024-25

8. Details of training given to employees and workers:

Category	Current Financial Year 2025 - 26					Previous Financial Year 2024 - 25				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	836	402	48.09	432	51.67	769	223	29	352	45.77
Female	11	0	0	0	0	11	0	0	0	0
Total	847	402	47.46	432	51	0	223	28.59	710	45.13
Workers										
Male	614	467	76.06	396	64.5	660	417	63.18	406	61.52
Female	314	272	86.62	288	91.72	304	288	94.74	286	94.08
Total	928	739	79.63	684	73.71	964	705	73.13	692	71.78

Spinning division included for the FY2025-26 & FY2024-25

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

Category	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	Total(A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	836	836	100	769	769	100
Female	11	11	100	11	11	100
Total	847	740	87.37	780	637	100
Workers						
Male	614	614	100	660	660	100
Female	314	314	100	304	304	100
Total	928	928	100	964	964	100

Spinning division included for the FY2025-26 & FY2024-25

10. Health and safety management system:

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

We have implemented a robust Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001 for the selected sites, certified to the standard. The system covers employees, contract workers, and relevant stakeholders, ensuring systematic hazard identification, risk assessment, regulatory compliance, and continual improvement.

Health and safety are integrated into operational planning through regular training, exposure monitoring, preventive controls, and safe work practices tailored to asbestos cement sheet manufacturing. All manufacturing units are equipped with Occupational Health Centres and ambulance facilities to ensure emergency preparedness. Periodic health surveillance is conducted in accordance with statutory requirements, with additional preventive health check-ups.

The Company also strengthens workplace safety through regular safety training, first-aid programmes, emergency mock drills, health camps, eye examinations, and community health outreach initiatives in nearby villages.

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

Near miss reporting

- Incidents are identified, recorded, and corrective actions implemented.

Routine safety practices

- Regular workplace inspections
- Hazard spotting and reporting mechanisms
- Incident investigation and root cause analysis
- Periodic risk evaluations
- Employee training and awareness programs

Non routine activities

- Pre task risk assessments for special or one off jobs
- Permit to work systems for high risk tasks
- Change management reviews for new processes/equipment

Hazard Identification and Risk Assessment (HIRA)

- Risk scores calculated using Likelihood (L) and Severity (S)
- Scores compared against tolerable limits
- Additional controls applied where required
- Measures implemented following the hierarchy of controls

Continuous improvement

- Regular review and update of HIRA
- Integration of learnings from incidents and audits
- Management oversight through KPIs and safety performance reviews

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

Hazard Reporting

- Workers are encouraged to report unsafe acts or conditions through their shift in charge.
- Near misses and hazards are documented and acted upon promptly.

Worker Participation

- Employees are part of Hazard Identification & Risk Assessment (HIRA) teams.
- Suggestions from workers are integrated into risk control measures.

Proactive Safety Culture

- Emphasis on early hazard identification and immediate reporting.
- Unsafe conditions are addressed without delay.

Corrective Actions

- Timely resolution ensured through appropriate corrective and preventive measures.
- Regular inspections verify effectiveness of controls.

Right to Refuse Unsafe Work

- Workers have the process and authority to remove themselves from unsafe situations until hazards are rectified.

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

Healthcare facilities

- Available at all operating units (except Head Office).

Inclusive access

- Services extend to employees across all categories.

Insurance coverage:

- Group medical insurance
- General health insurance
- Employee State Insurance (ESI)

On site support

- Occupational Health Centre (OHC) provides medical care.

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

Safety Incident/Number	Category*	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.191
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

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

Our company upholds the highest standards of corporate behavior, prioritizing the safety, health, and well-being of:

Ramco Industries Limited is committed to maintaining the highest standards of corporate conduct with a strong emphasis on safeguarding the health, safety, and well-being of:

- Employees
- Customers and consumers
- Communities and society at large

The company ensures compliance with applicable statutory and safety requirements through:

- Well-established safety management systems
- Engineering and operational controls designed to minimize workplace hazards

Key areas of focus include:

- Continuous safety awareness and training programs
- Safety campaigns and observances such as Safety Week
- Encouraging active employee and worker participation in safety initiatives

The organization has implemented safety management practices aligned with ISO 45001 standards, which include:

- Work permit systems
- Risk assessment procedures
- Periodic training sessions and workplace inspections
- Provision and mandatory use of appropriate Personal Protective Equipment (PPE)

In addition, the company's health and safety initiatives encompass:

- Incident reporting and investigation mechanisms
- Emergency preparedness and response planning
- Ergonomic workplace considerations
- Employee wellness and health promotion programs
- Continuous improvement in safety practices and operational processes

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

Category	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

Assessment by Internal team and External (3i Quality Consultant), Inspector of Factories.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Ramco Industries Limited is committed to continuously enhancing its Environment, Health, and Safety (EHS) performance through a proactive and systematic approach toward managing safety-related incidents and significant operational risks.

- All safety incidents are subjected to a structured incident investigation process to identify root causes and derive actionable learnings.
- Key learnings and preventive measures arising from incident investigations are shared across the organization to avoid recurrence of similar incidents through organization-wide deployment of best practices.
- Critical recommendations identified during investigations are communicated through mandated actions and visual safety communication methods to strengthen awareness and implementation effectiveness.
- The company ensures closure of recommended actions through documented evidence and conducts periodic audits to verify the effectiveness and sustainability of implemented measures.
- Preventive and corrective actions arising from incidents are deployed across all relevant functions and locations to reinforce broader organizational learning and risk mitigation.
- Unsafe acts and unsafe conditions identified during safety observations are promptly addressed through timely corrective and preventive actions.
- Safety audits are regularly conducted to assess and confirm the effectiveness of corrective actions and overall safety performance improvements.

Leadership Indicator

1. Does the entity extend any life insurance or any compensatory package in the event of death of Employees & Workers: (Y/N)

A	Employees	Yes
B	Workers	Yes

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

	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	
	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Employees	-	-	-	-
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?

-

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
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. -

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

Essential Indicator

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

Ramco Industries Limited recognizes stakeholders as individuals or groups that are either impacted by the company's business operations and projects or contribute significantly to its business value and long-term growth. Stakeholders play an important role in influencing the company's operations, performance, and strategic direction.

The company's key stakeholders include, among others, employees, shareholders and investors, distributors, customers, channel partners, research analysts, vendors, suppliers, regulatory authorities, and government agencies.

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), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Mail, Advertisements in Newspapers, Press Releases, Virtual and In-person Meetings and Website	Quarterly, Half-yearly, Annually and as and when needed	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings.
Customers	No	One to one meeting, Product display, Call center, Email	Frequent and on need based	Spread awareness about the company and its offerings. Keep customers, channel partners, and dealers updated on new products and developments. Strengthen bonds with customers, partners, and dealers
Government/ Regulatory authorities	No	Email, Meetings, Representations, Conferences, Annual Reports and Letters	As and when required	Renewal of existing permissions, Factory visits, new permissions
Employees	No	Emails, Notices and SOPs and Intranet	Daily, Monthly, annually and as on when required	Operational efficiency, Training and awareness, Health and safety, wellbeing rewards and reorganization
Communities and NGOs	No	Interaction with the leaders of local community, elected panchayat members and officials of district administration and one to one through CSR	Frequent and on need based	Support socially / by CSR Activities to satisfy needs of society / communities, Community development, Responsible care, Education, Health and Livelihood programmes

Leadership Indicator

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

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicator

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

Category	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	847	120	14.17	780	101	12.95
Other than permanent	0	0	0	0	0	0
Total Employees	847	120	14.17	780	101	12.95
Workers						
Permanent	928	62	6.68	964	78	8.09
Other than permanent	2107	242	11.49	2044	224	10.96
Total Workers	3035	304	10.02	3008	302	10.04

Spinning division included for the FY2025-26 & FY2024-25

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

Category	Current Financial Year 2025 - 26					Previous Financial Year 2024 - 25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	847	0	0	847	100	780	0	0	780	100
Male	836	0	0	836	100	769	0	0	769	100
Female	11	0	0	11	100	11	0	0	11	100
Other than permanent	0	0	0	0	0	0	0	0	0	100
Male	0	0	0	0	0	0	0	0	0	100

Category	Current Financial Year 2025 - 26					Previous Financial Year 2024 - 25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Female	0	0	0	0	0	0	0	0	0	100
Workers										
Permanent	928	0	0	928	100	964	0	0	964	100
Male	614	0	0	614	100	660	0	0	660	100
Female	314	0	0	314	100	304	0	0	304	100
Other than permanent	2107	0	0	2107	100	2044	0	0	2044	100
Male	2107	0	0	2107	100	2044	0	0	2044	100
Female	0	0	0	0	0	0	0	0	0	0

Spinning division included for the FY2025-26 & FY2024-25

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	660000	1	600000
Key Managerial Personnel	4	29564417	0	0
Employees other than BoD and KMP	988	545986	11	290786
Workers	670	236159	400	131820

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

	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Gross wages paid to females as % of total wages	5.90	4.45

Spinning division included for the FY2025-26 & FY2024-25

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**

Human rights concerns within the organization are comprehensively managed through the Head of HR & IR, who serves as the primary point of contact responsible for addressing human rights impacts.

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

Works committee and Union of Association they meet periodically or on need basis to address grievances related human rights.

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

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

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

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

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

Confidentiality

- All parties involved (complainant, respondent, witnesses) are protected; information such as evidence, findings, and actions remain restricted to authorized personnel only.

Fair inquiry

- Temporary changes in reporting relationships may be made to avoid influence or discomfort during investigations.

Protection of complainant

- Work environment, responsibilities, and career progression are safeguarded against retaliation or adverse impact.

Commitment

- Ensures impartial, transparent, and respectful resolution of grievances

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

Commitment upheld

- The company ensures respect for human rights across employees, contractors, and supply chain partners.

Contractual integration:

- All agreements include clauses requiring compliance with human rights standards.

Legal compliance:

- Adherence to applicable laws and regulations is mandatory.

Prohibited practices

- Strict ban on child labour, forced labour, and discriminatory practices.

Ethical responsibility: Business partners are expected to align with the company's human rights principles

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other - Please specify	NIL

By Inspector of Factories

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

No risk/ concern has arisen and there is no necessity for corrective action.

Leadership Indicator

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. -
- Details of the scope and coverage of any Human rights due diligence conducted: -
- 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:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Other - 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 risk / concern has been raised hence there is no corrective action undertaken

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicator

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

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Renewable sources (in Giga Joules)		
Total electricity consumption (A)	111953.90	98917.78
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	111953.9	98917.78
Non-renewable sources		
Total electricity consumption (D) in Giga Joules	198476.67	186675.01
Total fuel consumption (E) in Giga Joules	340660.70	280329.91
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) in Giga Joules	539137.37	467004.92
Total energy consumed (A+B+C +D+E+F)	651091.27	565922.70
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	4.51*10-5	4.08*10-5
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	9.17*10-4	8.30*10-4
Energy intensity in terms of physical output	0.71	0.69
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Spinning division and Corporate office included for the FY2025-26 & FY2024-25

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Verification done through TUV SUD South Asia Pvt Ltd.

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

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Water withdrawal by source (in kilolitres)		
(i) Surface water	143170	83436
(ii) Groundwater	351186.3	386231
(iii) Third party water	26403.5	5253
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	520759.89	480786
Total volume of water consumption (in Kilolitres)	520759.89	480786

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	3.61*10-5	3.47*10-5
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	7.34*10-4	7.05*10-4
Water intensity in terms of physical output	0.593	0.589
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Spinning division and Corporate office included for the FY2025-26 & FY2024-25

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Verification done through TUV SUD South Asia Pvt Ltd.

4. Provide the following details related to water discharged:

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - soak pit	-	-
(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 - STP (Greenbelt purpose)	-	-
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)	-	-
Total water discharged (in Kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Verification done through TUV SUD South Asia Pvt Ltd.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Yes, all process reject water will be recycled 100%.

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

Parameter	Please specify unit	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
NO _x	µg/m ³	16.30	15.40
SO _x	µg/m ³	5.37	5.27
Particulate matter (PM)	µg/m ³	20.50	23.48
Persistent organic pollutants (POP)	-	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	-	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	-	Not Applicable	Not Applicable
Others - please specify	-	Not Applicable	Not Applicable

Spinning division included for the FY2025-26 & FY2024-25

will consider the emission values as "Average".

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Verification done through TUV SUD South Asia Pvt Ltd.

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

Parameter	Unit	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	13998.84	11690.23
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	39474.80	37127.58
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO ₂ e/₹	3.704*10 ⁻⁶	3.51*10 ⁻⁶
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT CO ₂ e/₹	7.53*10 ⁻⁵	7.16*10 ⁻⁵
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO ₂ e	0.06	0.06
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Spinning division and Corporate office included for the FY2025-26 & FY2024-25

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Verification done through TUV SUD South Asia Pvt Ltd.

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

Energy efficiency

- Adoption of modern, energy-saving equipment across operations.

Renewable energy

- Increased use of solar and other clean energy sources.

Fuel optimization

- Measures to reduce fuel consumption and improve efficiency.

Process improvements

- Continuous enhancement of production processes to lower emissions.

Waste heat recovery

- Systems implemented to capture and reuse heat, minimizing carbon footprint.

Sustainability focus

- All initiatives aligned with the company's commitment to environmental responsibility.

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

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	24.12	28.92
E-waste (B)	2.58	1.67
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	2.94
Battery waste (E)	2.24	0.82
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2.669	2.16
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	44.75	33
Total (A+B + C + D + E + F + G + H)	76.36	69.51
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	5.29*10-9	5.01*10-9
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.08*10-7	1.02*10-7
Waste intensity in terms of physical output	8.69*10-5	8.52*10-5
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
* Process recycled waste considered last year, Removed this year		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	26.7	30.59
(ii) Re-used	2.67	2.16
(iii) Other recovery operations	0	0
Total	29.37	32.75
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Category of waste	0	0
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Spinning division and Corporate office included for the FY2025-26 & FY2024-25

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Verification done through TUV SUD South Asia Pvt Ltd.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:

The Company encourages circularity across its operations. 100% of the waste generated in the process (including fly ash and rejected screening material) is reused in its operations and production process.

** Hazardous Waste Identification:*

Accurately classify and label hazardous waste streams.

** Segregation:*

Isolate hazardous waste from non-hazardous waste to prevent cross-contamination.

** Secure Storage:*

Store hazardous waste in specially designated areas with proper containment measures.

** Transportation:*

Safely transport hazardous waste to authorized treatment or disposal facilities.

** Treatment and Disposal:*

Treat or dispose of hazardous waste in accordance with applicable regulations.

** Recycle:*

Recover valuable materials from hazardous waste for use in new products, reducing environmental impact

** Reuse:*

Repurposing hazardous waste materials safely, whether for the same or different functions is a strategic way to minimize disposal needs

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	-	-	-

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	-	-	-	-	-

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

Yes, we track the applicable legal requirements and ensure compliance. We use Master list of legal requirements.

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

Leadership Indicator

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

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

- (i) Name of the Area: Nil
(ii) Nature of operations: Nil
(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-

Parameter	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
(ii) Into Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No, If yes, name of the external agency:

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

Parameter	Unit	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of Co ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link:
7. 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. -
8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. -

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

Essential Indicator

1. (a) Number of affiliations with trade and industry chambers/ associations: 8
- (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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State /National)
1	Indo-German Chamber of Commerce	National
2	Rajapalayam Chamber of Commerce and Industry	National
3	The Southern India Chamber of Commerce & Industry	National
4	Indo-Japan Chamber of Commerce and Industry	National
5	Indian Green Building Council	National
6	United States Green Building Council	International
7	Fibre Cement Products Manufacturers association	National
8	Fire and Safety Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
-	-	-

Leadership Indicator

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

Sl. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
-	-	-	-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicator

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N/A	N/A	N/A	N/A	N/A	N/A

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

All the units have a designated CSR team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & Political parties and work towards finding the best solution.

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

	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Directly sourced from MSMEs / small producers	22.55%	24.86%
Directly from within the India	47.27%	45.58%

Spinning division included for the FY2025-26 & FY2024-25

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	Current Financial Year 2025 - 26	Previous Financial Year 2024 - 25
Rural	5.08%	5%
Semi-urban	12.04%	12.13%
Urban	43.54%	43.33%
Metropolitan	39.34%	39.53%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Spinning division included for the FY2025-26 & FY2024-25

Leadership Indicator

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

Details of negative social impact identified	Corrective action taken
-	-

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
-			-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
 (b) From which marginalized /vulnerable groups do you procure? NA
 (c) What percentage of total procurement (by value) does it constitute? NA

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:

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

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:

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

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR projects
-	-	-

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

Essential Indicator

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - Call Centre team offering support to dealers/customers in resolving quality and service concerns.
 - Inspection done at dealer premises/project sites to amicably resolve complaints.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	14%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	Current Financial Year 2025 - 26			Previous Financial Year 2024 - 25		
	Received during	Pending resolution at end of year	Remarks	Received during	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other (Customer Complaints)	5685	0	-	5646	0	-

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

Remarks	Number	Reason for recall
Voluntary recalls	0	0
Forced recalls	0	0

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: No

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.

N/A

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: Nil

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

c. Impact, if any, of the data breaches: Nil

Leadership Indicator

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

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

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

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

Note:

This document includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques, including estimation, can result in materially different measurements. The precision of different measurement and estimation techniques may also vary. This Report was published in May 2026. Ramco Industries reserves the right to update its means.