REDTAPE LIMITED
Registered Office
Plot No. 08, Sector 90, Noida, Gautam
Buddha Nagar, Uttar Pradesh - 201305 India
Tel : +91 120 6994444 | +91 120 6994400
CIN : L74101UP2021PLC156659
Web : www.redtape.com
E-mail : info@redtapeindia.com

August 01, 2026

BSE Limited 1st Floor, New Trading Ring Rotunda Building Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 **Scrip Code: 543957**	**National Stock Exchange of India Limited** Exchange Plaza, 5th Floor Plot no. C-1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 **NSE Symbol: REDTAPE**

Sub: Submission of Business Responsibility and Sustainability Report of REDTAPE Limited for the Financial Year 2025-26

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligation and Disclosures Requirements) Regulations, 2015, please find enclosed herewith, Business Responsibility and Sustainability Report of the REDTAPE Limited which also forms a part of the Integrated Annual Report of the Company for the Financial Year 2025-26.

This is also being made available on the website of the Company https://about.redtape.com/help-desk.php.

This is for your kind information and record.

Thanking you,

Yours faithfully,

For **REDTAPE Limited**

AKHILENDRA BAHADUR SINGH
Digitally signed by AKHILENDRA BAHADUR SINGH
Date: 2026.08.01 15:36:39 +05'30'

Akhilendra Bahadur Singh
Company Secretary & Compliance Officer

Encl: a/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Preamble:

At REDTAPE Limited, we recognize that responsible business conduct is fundamental to achieving sustainable growth and creating enduring value for all stakeholders. Our approach to business is anchored in strong corporate governance, ethical practices, operational excellence, and a commitment to integrating environmental, social, and governance (ESG) considerations into our decision-making processes.

As a responsible corporate citizen, we continue to strengthen our sustainability journey by fostering a culture of accountability, transparency, and continuous improvement across our operations. We remain committed to conducting our business in a manner that balances economic performance with environmental stewardship, employee well-being, customer satisfaction, and community development.

The Business Responsibility and Sustainability Report (BRSR) for FY 2025-26 reflects our ongoing efforts to align our business practices with the principles prescribed by the Securities and Exchange Board of India (SEBI). Through this report, we present a transparent and comprehensive overview of our ESG performance, governance framework, and key initiatives, reaffirming our commitment to responsible business practices and sustainable long-term value creation for all our stakeholders.

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	:	L74101UP2021PLC156659
2.	**Name of the Listed Entity**	:	REDTAPE Limited
3.	**Year of incorporation**	:	2021
4.	**Registered office address**	:	Plot No. 08, Sector -90, Gautam Buddha Nagar- 201301, Noida, U.P
5.	**Corporate address**	:	Plot No. 08, Sector -90, Gautam Buddha Nagar- 201301, Noida, U.P
6.	**E-mail**	:	compliance@redtapeindia.com
7.	**Telephone**	:	+91 120 6994444 / +91 120 6994400
8.	**Website**	:	https://about.redtape.com/.
9.	**Financial year for which reporting is being done**	:	2025-26
10.	**Name of the Stock Exchange(s) where shares are listed**	:	a) National Stock Exchange of India Limited NSE) & b) BSE Limited
11.	**Paid-up Capital**	:	₹ 110,56,15,200/-
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	:	Mr. Akhilendra Bahadur Singh (Company Secretary & Compliance officer) Telephone No. +91 120 6994444 / +91 120 6994400 Email Id: compliance@redtapeindia.com
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)**	:	Disclosures made in this report are on a standalone basis, unless otherwise stated.
14.	**Whether the company has undertaken reasonable assurance of the BRSR core**	:	NOT APPLICABLE

II. Products/ services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover (Total Income) of the entity
1	Retail & Export of Footwear, Garments & Accessories	Retail Sale, Online Market Place Sales, Distribution Sales, Export Sales of Footwear, Garments & Accessories	100%

16. 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.	Fashion Footwear,	47713	63%
2	Garments & Accessories	47711	37%

I Operations

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

Location	Number of plants	Number of offices	Total
National	1	1	551 (including refinishing &Packaging Units & 542 retails store respectively)
International	-	-	-

18. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & Union Territories)	24
International (No. of Countries)	13

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

0.13% (approx.)

A brief on types of customers

REDTAPE Limited is engaged in the retail business of footwear, apparel, and fashion accessories under its established portfolio of brands. The Company offers a diverse range of products, including sports, athleisure, casual, and formal footwear, along with garments and accessories, catering to the evolving lifestyle preferences of a wide customer base.

The Company's diversified product portfolio spans the economy, mid, and premium segments, enabling it to serve customers across different age groups, income segments, and consumption occasions. With a customer-centric approach and a focus on quality, contemporary designs, and value-driven offerings, REDTAPE strives to meet the evolving expectations of today's consumers while strengthening long-term brand loyalty.

The Company follows an omnichannel business model, marketing its products through exclusive brand outlets, its own e-commerce platform, and leading online marketplaces. Supported by a strong retail presence across Tier I, Tier II, and Tier III cities, REDTAPE has established a significant presence in markets where the shift towards organized branded products continues to gain momentum. This widespread distribution network enables the Company to effectively serve a diverse customer base while delivering a seamless shopping experience across both physical and digital channels.

II. Employees

19. Details as at the end of Financial Year

a. Employees and workers (including differently abled) as on 31st March 2026.

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	257	206	80.16%	51	19.84%
2.	Other than Permanent (E)	77	53	68.83%	24	31.17%
3.	**Total employees (D + E)**	**334**	**259**	**77.55%**	**75**	**22.45%**
	WORKERS					
4.	Permanent (F)	403	399	99%	4	01%
5.	Other than Permanent (G)	12	12	100%	0	0.0%
6.	**Total workers (F + G)**	**415**	**411**	**99.03%**	**4**	**0.97%**

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)**	**-**	**-**	**-**	**-**	**-**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**-**	**-**	**-**	**-**	**-**

20. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	6	1	16.67%

21. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in previous FY)			FY 2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.42%	03.79%	26.21%	18.26%	02.7 %	20.98%	13.5%	3.4%	16.9%
Permanent Workers									

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

22. (a) Names of Holding / Subsidiary / Associate companies / Joint ventures as at March 31, 2026

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 entity? (Yes/ No)
1.	REDTAPE Bangla Limited	Subsidiary	100%	No
2.	REDTAPE HK Limited	Subsidiary	100%	No
3.	REDTAPE London Limited	Step down subsidiary- Subsidiary of REDTAPE HK Limited	100%	No
4.	REDTAPE (Quanzhou) Sports Goods Co. Limited	Step down subsidiary - Subsidiary of REDTAPE HK Limited	100%	No

IV. CSR Details

23.

I. **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

II. **Turnover:** 2547.55 Cr

III. **Net worth:** 1024.58 Cr

V. Transparency and Disclosures Compliances

24. 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)	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The Company has both formal and informal channels for the Stakeholders via emails, website of the Company, intimations to Stock Exchanges, for of engaging with the communities. The Company is having dedicated email ids for grievances: customercare@redtapeindia.com, customercareonline@redtapeindia.com & compliance@redtapeindia.com https://about.redtape.com/overview.php	–	–	–	–	–	–

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 2026 Current Financial Year			FY 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Investor can raise their grievances by writing email to compliance@redtapeindia.com & https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Vigil-Mechanism-Policy.pdf	–	–	–	–	–	–
Shareholders	The Company has provided dedicated email id for raising their concern .i.e. compliance@redtapeindia.com Further, Shareholder may visit below link to connect with the company. https://about.redtape.com/	161	0	One complaint pending at the beginning of FY 2025-26 was resolved during the financial year.	91	1	1 pending complaint resolved later in 1st Quarter ended on 30th June 2025
Employees and workers	All employees & workers grievances are addressed appropriately via various channel available in the Company. https://about.redtape.com/code-of-conducts-and-policies.php	-	-	–	–	–	–
Customers	Customers satisfaction is apex motto of the Company. For raising the customer concern, we have dedicated email id, i.e. customercare@redtapeindia.com and customercareonline@redtapeindia.com https://www.redtape.com/pages/contact	64,443	2,098	1,540 complaints were pending at the beginning of FY 2025-26, all of which were resolved during the financial year.	37938	1540	1540 pending complaints as on 31st March, 2025

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 2026 Current Financial Year			FY 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Purchase Orders/ Contracts provide dispute resolution mechanism, which stipulates meeting between higher management teams of both sides to resolve the dispute or devise the new strategy for upcoming new challenges. https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Vigil-Mechanism-Policy.pdf	Nil	Nil	_	Nil	Nil	-

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

The Company considers the following as responsible business conduct and sustainability topics pertaining to environmental and social matters that could impact the business conduct:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Ethical Business Conduct	R	Unethical conduct by the Company and its representatives may result in loss of reputation and invite concerns from stakeholders	The Company shall ensure that its representatives adhere to Corporate Governance norms and the Code of Conduct. It may undertake due diligence / audit to identify cases of misconduct / breach and take necessary actions	Negative
2	Responsible Product Offering	O	Develop new products and processes that fulfils the demands and expectations of our existing customers, attracts new customers and reduce environmental footprint	N.A.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Sustainable Operations	O	Sustainable operations help maximizing long-term value creation through minimizing impact on ecology, ensuring safe work environment and caring for communities	N.A.	Positive
4	Human Rights	R& O	**Risk:** 1 Reputational damage and loss of consumer trust due to potential human rights violations 2 Loss of business partnerships with global brands or retailers demanding adherence to human rights standards **Opportunity:** 1 Strengthening brand image by promoting ethical sourcing and fair labour practices 2 Attracting ESG-conscious investors and global customers by demonstrating commitment to human rights	RedTape is strongly committed to upholding human rights and addressing related concerns, with relevant provisions incorporated into its Employee Policy and Code of Conduct.	**Negative:** 1 Fines and legal costs due to non-compliance with labour or human rights regulations 2 Loss of business contracts with global retailers or partners that require strict human rights compliance **Positive:** 1 Access to ESG-focused investments and sustainable financing by demonstrating strong human rights practices 2 Enhanced brand value and customer loyalty, driving long-term revenue growth
5	Customer satisfaction & responsible production	R&O	**Risk** Failure to meet customer expectations regarding quality, sustainability and responsible production practices may affect long-term business relationships. **Opportunity** Responsible production and customer-focused operations strengthen brand value and customer retention.	RedTape maintains continuous customer engagement, quality monitoring systems, sustainable production practices and compliance frameworks aligned with international customer requirements and industry standards.	Positive Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee engagement and development	R&O	**Risk:** Employee disengagement, inadequate skill development, higher attrition, or inability to attract and retain skilled talent may adversely impact operational efficiency, productivity, business continuity, and organisational performance. **Opportunity:** A skilled, motivated, and engaged workforce enhances productivity, innovation, collaboration, and employee retention. Continuous investment in employee well-being, learning and development, and an inclusive work environment supports sustainable business growth and long-term value creation.	The Company continues to strengthen its human resource practices through employee-centric policies, structured learning and development programmes, performance management systems, leadership development initiatives, and employee engagement activities. Regular training programmes, skill enhancement initiatives, and communication platforms are implemented to enhance employee capabilities, productivity, and organisational effectiveness. The Company also promotes employee well-being, diversity, equal opportunity, and an effective grievance redressal mechanism to foster an inclusive, safe, and collaborative work environment, thereby supporting long-term employee engagement and retention.	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No]	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://about.redtape.com/code-of-conducts-and-policies.php.								
2. Whether the entity has translated the policy into procedures? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies generally comply with the basic laws of the nation, general business standards, fair trade practices and good corporate governance. Our major suppliers have been issued Bureau of Indian Standards (BIS) number, as mandated by Govt. of India and necessary efforts are given to avail the same as per the requirements.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company remains committed to integrating sustainability and responsible business practices into its operations and decision-making processes. As part of its ongoing sustainability initiatives, the Company continues to undertake plantation drives within and outside its premises, implement community development initiatives through its Corporate Social Responsibility (CSR) programmes, support skill development through the National Apprenticeship Promotion Scheme (NAPS), and contribute towards heritage conservation through the adoption of heritage monuments under the 'Adopt a Heritage' initiative of the Archaeological Survey of India (ASI). The Company continues to evaluate opportunities to strengthen its sustainability initiatives in line with its business objectives and stakeholder expectations. Further details of the Company's CSR initiatives are provided in the CSR section of this Annual Report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As part of the roadmap to achieve the goals and objectives, the Company has laid down activities which will aid in progress and ultimately achieving the commitment. The Board's Report, which forms part of this Annual Report, contains further information in this regard.								
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)	The Company believes that sustainability goals are part and parcel of its financial goals, and the Company has, accordingly, already integrated ESG considerations into its business decisions and operations. The Company as maintaining solar power. Also supporting education of underprivileged students and helping the poor with medical eye treatment. The Company believes in the spirit of giving back to society. One of the key features of CSR projects undertaken by the Company is to focus on our stakeholders based on participatory and collaborative approach to empower the communities and protect the environment around.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P7	P 8	P 9
	In addition, the Company's Secretarial team monitors ESG-related factors in the Company on issues such as managerial remuneration, dividend distribution policy, code of conduct and other policies, Related Party Transactions, amongst others. The Compliance team regularly sent the necessary updates in this regards to Employees and Directors								
8. Details of the highest authority responsible for implementation an oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company, assisted by Risk Management & CSR Committee, is the highest authority, responsible for implementation and oversight of the Business Responsibility policies. The Board ensures that the Company has a clear vision, mission and goals to fulfil and exceed the expectations of its stakeholders and create stakeholders' value in a sustainable and prosperous manner. The CSR Committee is designated to take decisions on ESG / Sustainability related matters. The Committee also oversees the preparation, implementation and reporting of ESG, Sustainability and Conducting Business in a responsible manner.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. CSR Committee is responsible for decision relating to sustainability.								

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	Relevant policies of the Company are reviewed by the Department Heads or Business Heads, which is further recommended to the Board and its Committees on a need basis, if any.									as per Statutory Requirement and regular awareness programs are organised by the Company.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with statutory requirements as applicable																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No independent assessment or evaluation of the Company's policies was carried out by an external agency during FY 2025-26.								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	1. Periodic awareness on Corporate Governance, ethical business practices, regulatory developments, SEBI compliance requirements and risk management framework, aligned with NGRBC Principle 1 2. Periodic awareness on employee well-being, workplace safety and Prevention of Sexual Harassment (POSH), aligned with NGRBC Principle 3. 3. Periodic awareness on stakeholder engagement, shareholder communication and regulatory disclosures, aligned with NGRBC Principle 4. 4. Periodic awareness on Prevention of Sexual Harassment (POSH), workplace dignity and employee rights, aligned with NGRBC Principle 5. 5. Periodic awareness on environmental sustainability initiatives, CSR projects and environmental stewardship, aligned with NGRBC Principle 6 6. Periodic awareness on CSR initiatives, community development programmes and inclusive growth initiatives, aligned with NGRBC Principle 8.	90.625%
Key Managerial Personnel (KMP)	2	1. Periodic awareness on Corporate Governance, ethical business practices, regulatory developments, SEBI compliance requirements and risk management framework, aligned with NGRBC Principle 1 2. Periodic awareness on stakeholder engagement, shareholder communication and regulatory disclosures, aligned with NGRBC Principle 4. 3. Periodic awareness on Prevention of Sexual Harassment (POSH), workplace dignity and employee rights, aligned with NGRBC Principle 5. 4. Periodic awareness on CSR initiatives, community development programmes and inclusive growth initiatives, aligned with NGRBC Principle 8.	100%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees Other than Board of Directors of KMPs	52	1) HR Orientation & induction -	100%
	4	2) POSH Awareness -	72%
	6	3) Health, Safety and Well Being Practices-	70%
	4	4) First Aid -	85%
	12	5) Skills Development	100%
Workers	215	1) Fire & safety 2) Skill development 3) Product training, etc. 4) Sensors Tag Installation 5) KRA 6) How to increase sales and UPT 7) Retail Standard Operating Procedure 8) How to clean your environment 9) Production related technical training 10) Health safety and well being practices 11) Electrical safety and conservation 12) POSH Awareness	87%

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 regulations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGBRC Principle	Name of Regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	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		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
NA.	

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

Yes, the Company has in place a comprehensive Anti-Corruption and Anti-Bribery Policy, which is accessible to all employees through the Company's intranet. The policy ensures strict compliance with applicable legislation on bribery and corruption at a global level and reflects the Company's unwavering commitment to a zero-tolerance approach towards such practices. Our Company regularly updates employees pursuant to such policies, as and when required.

In addition, the Company has also adopted other important policies such as Health & Safety Policy, Code of Conduct, Prevention of Sexual Harassment (POSH) Policy, among others, to promote an ethical, safe, and responsible workplace culture. Which is available on the website of company at https://about.redtape.com/code-of-conducts-and-policies.php

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 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	--	--	--	--
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	--	--	--	--

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

8. **Number of days of accounts payable ((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 payable	97	169

9. **Openness 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 Purchase	a.	Purchases from trading houses as % of total purchases	0%	0%
	b.	Number of trading houses where purchases are made from	0	0
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%

Parameter	Metrics		FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	5.8%	0%
	b.	Number of dealers / distributors to whom sales are made	5	0
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	4.42%	1.19%
	b.	(Sales to related parties / Total Sales)	0.11%	0.22%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	100%
	d.	Investments (Investments in related parties / Total Investments made)	0	100%

Leadership Indicators.

a. 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
215	1. Commitment to a non-discriminatory workplace culture. 2. Zero tolerance towards sexual harassment at the workplace. 3. Prohibition of child labour across all operational activities. 4. Ensuring no engagement in forced or involuntary labour. 5. Implementation of equitable and transparent wage practices to foster a positive and inclusive working environment. 6. Explanation of the company's policies and Code of Conduct. 7. Conducting awareness programmes in alignment with BRSR and Environmental, Social, and Governance (ESG) indicators. 8. Emphasizing the importance of maintaining the highest standards of health and safety. 9. Avoiding any activity that may have an adverse impact on the environment."	97.78%

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

Yes, The Company has established adequate processes and governance mechanisms to identify, disclose and manage potential conflicts of interest involving members of the Board of Directors and Key Managerial Personnel (KMPs). The Code of Conduct requires Directors and Senior Management Personnel to act with integrity, uphold ethical standards and avoid situations that may give rise to actual or potential conflicts of interest.

Directors disclose their interests, including directorships and other statutory disclosures, in accordance with the provisions of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The Company also has a Policy on Related Party Transactions, which provides a structured framework for the identification, review, approval and disclosure of related party transactions, thereby ensuring transparency, regulatory compliance and appropriate management of conflicts of interest.

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

Essential Indicators

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

	FY (2025-26)	FY (2024- 25)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	None
Capex	0.00%	0.14%	Solar Electricity Plant

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

   Yes. The Company is committed to promoting responsible and sustainable sourcing practices across its supply chain. It endeavours to procure raw materials and other inputs from suppliers who comply with applicable statutory requirements, quality standards and ethical business practices. The Company also encourages its suppliers and business partners to align with environmental, social and governance (ESG) expectations and continuously evaluates opportunities to strengthen responsible sourcing practices. The procurement process is supported by established internal controls and periodic vendor evaluations to ensure quality, regulatory compliance and operational efficiency.

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

   The Company continues to strengthen responsible sourcing practices by procuring inputs from suppliers meeting applicable quality, statutory and regulatory requirements. Supplier evaluation is carried out based on quality, reliability and compliance parameters, and suppliers are encouraged to adopt responsible business practices.

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.**

   a) Plastic: we don't manufacture plastic. The imported garments are packed in plastic by a supplier, procured and sold to end-user customers through retail sales. We have nothing to submit to Pollution Control Board (PCB) as we don't manufacture. However, we file return (annual purchase of goods) through Bill of Entry to Extended Producer Responsibility (EPR) authority.

   b) E-waste: To discuss, Company is not doing any activity, which cause e-waste disposal. But if there is disposal then it is in accordance with the provisions of E-waste management act and rules.

   c) hazardous waste: No such activity is undertaken.

   d) other waste: Not Applicable

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.**

   Not applicable, we don't manufacture plastic. The imported garments are packed in plastic by a supplier, procured and sold to end-user customers through retail sales. We have nothing to submit anything to Pollution Contril Board (PCB) as we don't manufacture however, we file return (annual purchase of goods) through BoE to EPR authority.

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:**

   Not Applicable.

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 significant social or environmental concerns and/or risks requiring specific disclosure have been identified. The Company continues to adopt appropriate measures to ensure compliance with applicable environmental and social laws and regulations and remains committed to responsible business practices.

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 the material	
	Current Financial year	Previous Financial year
Sole	0.00%	0.00%
EVA	9.96%	9.98%
TPR /TPU	0.00%	8.0%
Packaging	0.00%	0.0%

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

   Not applicable.

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

   Not applicable

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

Essential Indicators

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

Category	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	206	206	100%	206	100%	-	-	-	-	-	–
Female	51	51	100%	51	100%	51	100%	-	–	–	–
Total	**257**	**257**	**100%**	**257**	**100%**	**51**	**19.84%**	**–**	**–**	**–**	**–**
OTHER THAN PERMANENT EMPLOYEES											
Male	53	3	5.66%	53	100%	-	-	-	-	-	-
Female	24	0	0.00%	24	100%	-	-	-	-	-	-
Total	**77**	**3**	**3.89%**	**77**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
PERMANENT WORKERS											
Male	399	399	100%	399	100%	-	-	-	-	-	–
Female	4	4	100%	4	100%	4	100%	-	–	–	–
Total	**403**	**403**	**100%**	**403**	**100%**	**4**	**0.99**	**-**	**–**	**–**	**–**
OTHER THAN PERMANENT WORKERS											
Male	12	01	0.08%	12	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**12**	**1**	**0.08%**	**12**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

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

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.13%	0.10%

2. Details of retirement benefits for the current and previous financial year

Benefits	FY2025-26		FY2024-25	
	No. of employees covered as a % of total employees	Deducted and Deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and Deposited with the authority (Y/N/N.A.)*
PF	77.30%	Y	80.09%	Y
Gratuity	100%	NA*	100%	NA*
ESI	46.99%	Y	52.50%	Y
Superannuation	0.53%	NA	0.48%	NA

** Gratuity payments are made at the time of employee separation, and appropriate provisions have been made for remaining employees based on the Actuarial Valuation Certificate, in compliance with applicable statutory requirements.*

3. Accessibility of workplaces

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

The Company has taken appropriate measures to create an accessible and inclusive workplace for employees with disabilities. Key accessibility features include wheelchair-friendly infrastructure, accessible lifts, dedicated support personnel, and essential human assistance services. These initiatives enable barrier-free access to workplace facilities and support equal participation, mobility, and workplace inclusion.

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. Diversity, equity, and inclusion are integral to the Company's people practices. Employment decisions are guided by skills, qualifications, experience, and role requirements, ensuring equal opportunities for all. The Company does not tolerate discrimination, harassment, or unequal treatment and continuously strives to cultivate a workplace where every individual can contribute and thrive. Web link:- https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Equal-Opportunity-Policy-for-Person-with-Disability.pdf

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

Gender	Permanent Employer FY2025-26		Permanent Employees FY2024-25	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0.00%	0.00%	0.00%	0.00%
Female	NA	NA	NA	NA
Total	0.00%	0.00%	0.00%	0.00%

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

Permanent Employees Other than permanent employees Permanent Workers Other than Permanent Workers	Yes, the Company maintains a comprehensive grievance redressal framework designed to uphold ethical conduct, workplace dignity, and employee confidence. A dedicated Whistle Blower mechanism enables employees and workers to confidentially report actual or suspected instances of misconduct, unethical behaviour, or policy violations through designated reporting channels, with appropriate safeguards against retaliation. Additionally, the Company's POSH Policy provides a robust institutional framework for the prevention, prohibition, and redressal of sexual harassment. The policy extends to employees, contractual personnel, vendors, consultants, business associates, service providers, and visitors, reinforcing the Company's commitment to maintaining a safe, respectful, and inclusive workplace for all. Web Link: https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Vigil-Mechanism-Policy27May2026.pdf.) that enables employees and workers to confidentially report concerns through a designated email ID. It also has a comprehensive POSH Policy to address all complaints of sexual harassment, whether within or outside the workplace, and extends its scope to third-party personnel, vendors, business associates, and visitors.

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity: No

Category	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Total employes / 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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
TOTAL PERMANENT EMPLOYEES	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
TOTAL PERMANENT WORKERS	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2026					FY 2025				
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (A)	On health and safety / wellness measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES										
Male	259	220	84.49%	210	81.08%	354	300	84.74%	250	70.60%
Female	75	40	53.33%	55	73.33%	75	50	66.67%	45	60.00%
Total	**334**	**260**	**77.84**	**265**	**79.34%**	**429**	**350**	**81.58%**	**295**	**68.76%**
WORKERS										
Male	411	350	85.15%	411	100%	388	300	77.31%	388	100%
Female	4	4	100%	4	100%	2	2	100%	2	100%
Total	**415**	**354**	**85.30%**	**415**	**100%**	**390**	**302**	**77.43%**	**390**	**100%**

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

Category	FY 2026			FY 2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	259	259	100%	354	354	100%
Female	75	75	100%	75	75	100%
Total	**334**	**334**	**100%**	**429**	**429**	**100%**
WORKERS						
Male	411	411	100%	388	388	100%
Female	4	4	100%	2	2	100%
Total	415	415	100%	390	390	100%

10. Health and safety management system:

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

Yes. The Company places the health, safety, and well-being of its workforce at the core of its operational philosophy. Its manufacturing facilities operate under a structured Occupational Health and Safety (OHS) framework supported by well-defined policies, standard operating procedures, periodic risk assessments, and continuous management oversight. The Company is also progressively aligning its people practices and workplace standards with the applicable provisions of the new Labour Codes to strengthen employee welfare, occupational safety, and regulatory compliance.

To foster a culture of prevention and shared responsibility, the Company conducts regular safety awareness programmes, job-specific training, emergency preparedness drills, and ensures the timely availability of appropriate personal protective equipment (PPE). These initiatives promote safe work practices, enhance employee awareness, and contribute to reducing occupational risks.

Complementing its workplace safety initiatives, the Company offers a comprehensive employee welfare programme comprising Mediclaim reimbursement benefits, periodic onsite health check-up camps, accidental insurance coverage, and Workmen Compensation insurance for apprentices. Through these measures, the Company continues to promote a safe, healthy, and inclusive work environment while reinforcing its commitment to responsible employment practices and the long-term well-being of its workforce.

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

The Company is committed to fostering a workplace that upholds the highest standards of occupational health, safety, and employee well-being through a structured governance framework and preventive risk management practices. Health and safety considerations are integrated into operational processes through documented procedures, periodic risk assessments, and continuous monitoring to identify, evaluate, and mitigate workplace hazards.

Safety guidelines and operational instructions are made readily available across work areas, while employees receive regular training on safe work practices, emergency response procedures, fire safety, first-aid awareness, and the appropriate use of machinery and equipment. Regular safety inspections, Fire drill, operational practice of fire hydrant in presence of fire and safety officer, workplace audits, and employee awareness programmes further strengthen the Company's culture of compliance and shared responsibility.

The Company also recognises the importance of holistic employee well-being by facilitating periodic health check-ups, access to medical assistance, and preventive healthcare initiatives aimed at promoting physical wellness. By fostering a proactive safety culture and encouraging employee participation in health and safety initiatives, the Company strives to maintain a resilient, secure, and people-centric workplace that supports sustainable business performance.

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

Yes, The Company is committed to cultivating a proactive safety culture by embedding occupational health and safety considerations into its day-to-day operations. Structured safety processes ensure that work activities are supported by appropriate risk controls, clearly defined responsibilities, and continuous operational oversight. Through regular awareness programmes, workplace engagement initiatives, and periodic safety reviews, employees are empowered to recognise potential risks and contribute to maintaining a safe working environment. The Company also maintains formal mechanisms for reporting, evaluating, and addressing safety-related observations, enabling timely corrective actions and fostering continuous enhancement of workplace safety standards.

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

Yes, The Company extends comprehensive healthcare support to its employees and workers beyond occupational health requirements as part of its commitment to employee well-being. Employees are covered under a Mediclaim reimbursement programme that facilitates access to medical treatment for non-occupational illnesses and healthcare needs. The Company also organises periodic preventive health check-up programmes to encourage early diagnosis and promote overall wellness. Further, recognising the need for financial security in unforeseen circumstances, the Company has arranged a separate Group Personal Accident Insurance Policy providing accidental death and disability coverage, thereby strengthening the social protection framework available to its workforce.

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

Safety Incident/Number	Category	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees/ workers	NIL	NIL
Total recordable work-related injuries			
No. of fatalities (safety incident)			
High consequence work-related injury or ill-health (excluding fatalities)			

12. **Describe the measures taken by the entity to ensure a safe and healthy work place: Please refer to point 10 (a), (b) & (c) above.**

The Company is committed to fostering a workplace where health, safety, dignity, and employee well-being are integral to its business operations. A structured framework has been established to safeguard employees, workers, and contract personnel by promoting safe work practices, strengthening risk awareness, and encouraging responsible workplace behavior.

Health and safety awareness is reinforced through periodic capacity-building programmes and employee engagement initiatives designed to enhance preparedness, strengthen compliance with safety protocols, and cultivate a proactive safety culture.To reinforce a culture of safety and mutual responsibility, the Company regularly undertakes:

- Emergency response and fire evacuation drills.
- Workplace safety awareness programmes supported by instructional displays and safety communication materials.
- POSH awareness and behavioral sensitization programmes to foster a safe, respectful, and inclusive workplace.
- Practical training sessions on the safe operation, maintenance, and handling of equipment and machinery.

By integrating these initiatives into its day-to-day operations, the Company continues to strengthen employee awareness, improve workplace preparedness, and uphold high standards of occupational health and safety.

13. **Number of complaints on the following made by employees**

	FY 2026			FY 2025		
	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	NIL	NIL
Health and safety	Nil	Nil	Nil	NIL	NIL	NIL

14. **Assessments for the year**

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

(The Company maintains appropriate internal health and safety mechanisms to periodically assess workplace conditions and promote a safe, healthy, and conducive working environment for employees and workers. During the reporting year, the Company's manufacturing facility and other operational locations were inspected by the Fire Department/Fire Safety Authorities to assess compliance with applicable fire safety regulations. Recommendations, wherever applicable, were implemented, and brief fire safety awareness sessions were conducted to enhance employee preparedness. Further, the Company organized free health check-up camps for both permanent employees and the contractual workforce, supporting preventive healthcare and promoting overall employee well-being.)

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 and safety practices and working conditions.**

During the reporting period, the Company did not observe any material health and safety incidents requiring significant corrective intervention. A limited number of near-miss occurrences and minor first-aid cases were reported through the established incident reporting mechanism. Each case was promptly investigated to identify the underlying causes, following which appropriate corrective and preventive actions were implemented, including reinforcement of safe work practices, enhanced supervisory monitoring, targeted safety awareness sessions, and workplace-specific control measures. The findings were disseminated across relevant operational areas to prevent recurrence and support continuous improvement in occupational health and safety performance. No significant risks or concerns emerged from the Company's periodic assessments of health and safety practices and working conditions.

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)

Yes, As part of its holistic employee welfare framework, the Company extends Accidental Death Insurance Cover to eligible employees and maintains a dedicated Workmen Compensation Insurance Policy for apprentices, providing financial support for accidental death and eligible medical expenses resulting from accidental injuries. These provisions are intended to provide timely financial protection and statutory support in the event of accidental or work-related contingencies, thereby strengthening social security measures for the workforce. By integrating such safeguards into its people practices, the Company reinforces its commitment to employee welfare, responsible risk management, and long-term workforce resilience.

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

During the financial year 2025–26, the Company undertook proactive measures to ensure that statutory dues were properly deducted and deposited by its value chain partners. In alignment with BRSR requirements, the Company engaged with key stakeholders across the value chain through awareness sessions, guidance notes, and regular communication to emphasize compliance with statutory obligations.

The Company also incorporated relevant compliance clauses in its vendor onboarding and renewal processes to strengthen adherence.

These initiatives were aimed at promoting transparency and regulatory compliance throughout the value chain, reinforcing our commitment to responsible business practices.

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:**

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2026	FY 2025	FY 2026	FY 2025
Employees	Nil			
Workers	Nil			

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, The Company extends comprehensive transition support to employees retiring from or separating from service. This includes the timely processing of statutory dues, final settlements, and guidance on employment-related formalities, reflecting the Company's people-centric approach and commitment to responsible employment practices.

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	97.78%
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.**

The review did not identify any material issues warranting the formulation or implementation of a corrective action plan.

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

Essential Indicators

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

The Company recognises that effective stakeholder engagement is fundamental to responsible business conduct and long-term value creation. The process for identifying key stakeholder groups is based on the nature and extent of their association with the Company's business operations, their influence on business decisions, and the impact of the Company's activities on them. Accordingly, the Company identifies its key stakeholders through regular interactions and business engagements. The Company's key stakeholders include customers, employees, shareholders and investors, suppliers and business partners, regulators and government authorities, lenders, local communities and society at large.

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

Key Stakeholders	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	Stock Exchange intimations, Company Website, E-mail, SMS, Annual Report, Annual General Meeting, Earnings Calls, Investor Presentations, Newspaper Publications	Quarterly, Annually and as & When Required	To maintain transparent and timely communication on the Company's financial and operational performance, business strategy, corporate governance practices, regulatory developments and long-term growth plans. Engagement also facilitates addressing investor queries, understanding shareholder expectations, ensuring statutory disclosures and effective grievance redressal.
Government and Regulatory Bodies	No	Statutory filings, Official correspondence, Meetings, Regulatory inspections, Compliance submissions, Online regulatory portals	As and when applicable	To ensure timely statutory compliance, obtain necessary approvals, participate in regulatory consultations, discuss amendments in applicable laws and regulations, and maintain transparent and constructive relationships with government authorities and regulatory agencies.
Employees	No	Intranet, Closed group discussions, Structured and focused training programs, Efficient grievance redressal mechanism, Regular employee feedback surveys	Continuous / As & When Required	To foster employee engagement, capability development, performance management, workplace safety, diversity and inclusion, employee well-being, leadership development, career progression and effective grievance redressal while promoting a positive and inclusive work culture.
Customers	No	Company Website, Exclusive Brand Outlets, E-commerce Platforms, Customer Care, E-mails, Telephone, Social Media, Surveys and Feedback Mechanisms	Continuous / Need-Based	To understand customer expectations, enhance customer satisfaction, improve product quality, design and innovation, address product and service-related concerns, strengthen after-sales support and deliver a seamless omnichannel customer experience.

Key Stakeholders	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
Vendors	No	Vendor Meetings, E-mails, Telephone, Video Conferences, Business Reviews and Periodic Communications	Continuous / Need-Based	To strengthen long-term business relationships, ensure timely procurement and payments, improve product quality, promote responsible sourcing practices, discuss delivery schedules, innovation, quality standards, regulatory compliance and supply chain efficiency.
Business Partners/ Associates	No	Meetings, E-mails, Telephone, Video Conferences, Business Reviews and Collaboration Sessions	Need- Based, Real Time	To strengthen strategic partnerships, improve business collaboration, expand market reach, enhance operational efficiency, discuss new business opportunities, product development, innovation, customer satisfaction and sustainable business growth
Local Communities & Society	No	CSR project implementation, Company's website, Annual Report, interaction through implementing agencies/ NGOs and local authorities (where applicable)	As and when required	To identify and address community needs through CSR initiatives in the areas of education, healthcare, access to safe drinking water, environmental sustainability, skill development and other community development programmes. The engagement also enables the Company to monitor the progress and effectiveness of CSR projects and promote inclusive and sustainable development.

Leadership Indicators

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

   The Board of Directors, through its Committees and the Senior Management, oversees the Company's economic, environmental and social initiatives. Stakeholder feedback is received through various engagement channels, including interactions with investors, customers, employees, suppliers, regulatory authorities and communities. Such feedback is reviewed by the concerned functional teams and, wherever considered material, is placed before the Board and its Committees to support informed decision-making, policy formulation and continuous improvement in the Company's business practices and sustainability initiatives.

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

Yes. The Company considers stakeholder feedback while identifying and addressing key environmental and social priorities. Input received from the Board of Directors, employees, customers, local communities and other stakeholders are evaluated by the concerned functional teams and the CSR Committee, wherever applicable. Such inputs assist the Company in planning and implementing CSR initiatives, including projects relating to education, healthcare, access to safe drinking water, skill development, heritage conservation and other community development activities, while also supporting continuous improvement in responsible business practices.

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

The Company, through its CSR initiatives, continues to engage with and support vulnerable and marginalized sections of society. During the year, the Company undertook initiatives in the areas of education, healthcare, access to safe drinking water, skill development and community welfare. These initiatives were aimed at improving the quality of life of economically weaker and underprivileged communities and promoting inclusive and sustainable development.

PRINCIPLE 5 Businesses should respect and promote human rights. Essential Indicators

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

Category	FY 2026			FY 2025		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
EMPLOYEES						
Permanent	257	257	100%	348	348	100%
Other than permanent	77	77	100%	81	81	100%
Total Employees	**334**	**334**	**100%**	**429**	**429**	**100%**
WORKERS						
Permanent	403	403	100%	386	386	100%
Other than permanent	12	12	100%	4	4	100%
Total Employees	**415**	**415**	**100%**	**390**	**390**	**100%**

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

Category	FY 2026					FY 2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	257	0	0%	257	100%	348	0	0%	348	100%
Male	206	0	0%	206	100%	305	0	0%	305	100%
Female	51	0	0%	257	100%	43	0	0%	43	100%
Other than Permanent	77	0	0%	77	100%	81	0	0%	81	100%
Male	53	0	0%	53	100%	49	0	0%	49	100%
Female	24	0	0%	24	100%	32	0	0%	32	100%
WORKERS										
Permanent	403	206	51.11%	197	48.89%	386	211	54.66%	175	45.34%
Male	399	206	51.62	193	48.38%	384	211	54.95%	173	45.05%
Female	4	0	0%	4	100%	2	0	0%	2	100%
Other than Permanent	12	0	0%	12	100%	4	0	%	4	100%
Male	12	0	0%	12	100%	4	0	0%	4	100%
Female	0	0	0%	0%	0%	0	0	0%	0	0%

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

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)
Board of Directors (BoD) (Whole-time directors)	3	112837431	1	2216615
Key Managerial Personnel (other than BoD)	3	4978110	0	0
Employees other than BoD and KMP	360	158294897	112	40987770
Workers	507	102449306	8	1203629

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	13.60%	11.57%

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)**

The Company has instituted a formal mechanism for addressing human rights-related concerns through its Human Resources function. Location-specific HR representatives act as the first point of contact for identifying and resolving workplace issues, with matters requiring further attention escalated to the Director – Human Resources. This process supports a culture of respect, accountability, and responsible business conduct throughout the Organisation.

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

The Company upholds the principles of human rights through a robust governance framework designed to promote fairness, dignity, and equal opportunity across the workplace. A structured grievance management system, supported by the Code of Conduct, Whistleblower Policy, Anti-Discrimination Framework, and a dedicated Grievance Redressal Committee, enables the reporting and resolution of workplace concerns in a fair and confidential manner. In addition, an Internal Complaints Committee (ICC) has been constituted in accordance with applicable statutory requirements to address complaints relating to sexual harassment. All concerns are reviewed through defined processes with appropriate oversight, ensuring timely resolution, procedural fairness, and organisational accountability.

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

	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

The Company has instituted robust safeguards to protect individuals who raise concerns in good faith from any form of retaliation, intimidation, or adverse treatment. All complaints submitted through the grievance redressal, whistleblower, and POSH mechanisms are handled with the highest standards of confidentiality, impartiality, and procedural fairness. The Internal Complaints Committee (ICC) is empowered to recommend appropriate disciplinary measures in instances where retaliation, victimisation, or misconduct is established, thereby reinforcing a workplace culture founded on trust, dignity, and accountability.

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

The Company integrates respect for human rights into its operational and people management practices through clearly defined policies and preventive controls. A zero-tolerance stance towards forced labour, child labour, sexual harassment, and other forms of workplace misconduct is reinforced through continuous oversight, awareness initiatives, and established grievance mechanisms, fostering an environment founded on dignity, fairness, and mutual respect.

9. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	During the reporting year, the Company conducted periodic assessments to evaluate compliance with labour standards and human rights principles, including fair wage practices, workplace equality, and employee dignity. No material instances of wage-related non-compliance, labour rights violations, discrimination, or sexual harassment were reported during the year.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Reflecting the Company's steadfast commitment to responsible employment practices and workplace dignity, periodic assessments undertaken during the reporting period did not identify any material human rights concerns, systemic deficiencies, or significant non-compliances across its operations.

Leadership Indicators

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

No human rights-related complaints or incidents were reported during the year. As part of its continuous improvement approach, the Company regularly reviews its preventive measures and works closely with suppliers and contractors to strengthen awareness, accountability, and alignment with its human rights expectations across the supply chain.

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

Although no human rights-related grievances were reported during the year and formal due diligence was not triggered, the company remains committed to upholding human rights across all levels of its operations. Both Internal and External did comprehensive assessment of employment practices and adherence to labour regulations.

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, Accessibility forms an integral part of the Company's workplace design. Infrastructure such as ramps, lifts, and dedicated on-site assistance has been provided to enable seamless mobility, enhance accessibility, and promote an inclusive work environment for employees with disabilities

4. **Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	During the year, we have sensitized our value chain partner by having several meetings and ensuring that they adhering to the compliances required to be done, as per the relevant provision of all the requisite Acts. Further, we received confirmation from 97.78% of our Value chain partner by way of certificate signed by them.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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.**

With a focus on offering safe and healthy working conditions across the organization, the evaluation of human rights-related challenges indicated no substantial issues or risks.

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

Essential Indicators

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

Parameter	Units	FY 2025-26 TJ	FY 2024-25 TJ
From renewable sources			
Total electricity consumption (A)	Joule (J)	0.0	0.0
Total fuel consumption (B)	Joule (J)	0.0	0.0
Energy consumption through other sources (C)	Joule (J)	8867264.40	41983382
Total energy consumption (A+B+C)	Joule (J)	8867264.40	41983382
From non-renewable sources			
Total electricity consumption (D)	Joule (J)	18080521.20	26918000
Total fuel consumption (E)	Joule (J)	270540	3541843
Energy consumption through other sources (F)	Joule (J)	0	0
Total energy consumption(D+E+F)	Joule (J)	18351061.20	30459843
Total energy consumed (A+B+C+ D+E+F)	Joule (J)	27218325.60	72443225
Energy intensity per rupee of turnover (Total energy consumption / Revenue from operations)	Joule (J) / ₹	0.0011272811	0.00358903756
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Joule (J) / ₹	0	0
Energy intensity in terms of physical output	Joule'(J)	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

As of the reporting period, the Company has not entered into any formal collaborations or strategic partnerships with recognised institutions, industry bodies, or organisations dedicated to carbon management or sustainability. The Company continues to evaluate opportunities for such collaborations in line with its long-term sustainability objectives and evolving business requirements.

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

Not applicable

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

Parameter	FY (2025-26)	PY (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	600390.00	173000.00
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	22,000	18000
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	622390	191000
Total volume of water consumption (in kilolitres)	622390	191000
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00002577706	0.00000946266
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0	0
Water intensity in terms of physical output	0	0
Water 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?

No.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

Yes, as the Company's manufacturing processes involve negligible water consumption, water is primarily utilized for domestic purposes, including drinking, sanitation, housekeeping, and other employee welfare requirements. To ensure responsible water management, the Company operates an on-site Sewage Treatment Plant (STP) with a treatment capacity of 125 KLD. The treated wastewater is reused within the premises for landscape irrigation and flushing purposes, thereby reducing dependence on fresh water and minimizing wastewater discharge. Through these initiatives, the Company continues to promote efficient water resource management and responsible environmental stewardship.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?	Yes

Parameter	**Unit**	**FY2025-26 (Current Financial Year)**	**FY2024-25 (Previous Financial Year)**
NOx	Parts Per Million (PPM)	211	267.70
Sox	mg/m3	20.9	29.40
Particulate matter (PM)	mg/m3	40.20	41.30
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others, please specify			

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

Yes, Sukriti Industrial Testing Laboratories.

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

Not Applicable

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

Yes, The Company continues to advance its energy transition strategy by progressively increasing the share of renewable energy in its overall energy consumption and reducing dependence on conventional sources. During the reporting period, the Company's solar power generation recorded a notable year-on-year increase, resulting in a higher proportion of renewable energy being utilised to meet operational requirements. This improvement contributed to a corresponding reduction in electricity procured from conventional sources, reflecting the Company's continued progress towards a cleaner and more sustainable energy portfolio.

As part of its broader decarbonisation initiatives, the Company is progressively adopting cleaner mobility solutions across its logistics and operational activities. The vehicle fleet is being transitioned towards CNG-powered commercial vehicles, CNG passenger vehicles, electric rickshaws (E-Rickshaws), and Bharat Stage VI (BS-VI) compliant vehicles to improve fuel efficiency and reduce greenhouse gas emissions. Battery-operated material handling equipment has also been deployed within operational facilities to further minimise dependence on conventional fuel-based equipment.

The Company continues to enhance energy efficiency by systematically upgrading its infrastructure and operational facilities with energy-efficient technologies. Conventional lighting is being progressively replaced with LED lighting across manufacturing facilities, refurbishing units, warehouses, and utility areas to optimise electricity consumption. Building designs and workplace layouts are planned to maximise the use of natural daylight, thereby minimising reliance on artificial lighting during operational hours. Further, all diesel generator (DG) sets are operated and maintained in accordance with the emission and noise standards prescribed by the Central Pollution Control Board (CPCB), ensuring compliance with applicable environmental regulations.

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 tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	.24
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	125	750
Battery waste (E)	0	0
Radioactive waste (F)	0	0

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Other Hazardous waste. Please specify, if any. (G)	1.20	1.22
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	100	350
Total (A+B + C + D + E + F + G + H)	**226.20**	**1101.46**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000000936	0.0000000545
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) - the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	100	350
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	100	350
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	100	750
(iii) Other disposal operations	0	0
Total	100	750

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, the assessment is not done by any external agency.

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.**

    Not applicable.

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

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

    Not applicable

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.

Leadership Indicators

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

   Not applicable.

1	Name of the area		-
2	Nature of operations		-
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter	**FY (2025-26)**	**PY (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	-	-
	(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)	-	-

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

   Not Applicable

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

   Whether total Scope 3 emissions & its intensity is applicable to the Company? – Not Applicable

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

   Not applicable.

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.**

   The Company conducts its operations with due regard for environmental conservation and continuously evaluates the potential ecological implications of its business activities. Based on the nature and location of its operations, no material impact on biodiversity or ecologically sensitive ecosystems has been identified during the reporting period. The Company's environmental management framework emphasises pollution prevention, efficient utilisation of natural resources, regulatory compliance, and responsible operational practices. Through measures such as effective waste management, compliance with applicable environmental standards, adoption of cleaner technologies, and continuous improvement in resource efficiency, the Company seeks to minimise its environmental footprint. Any future project involving environmentally sensitive locations will be supported by appropriate environmental due diligence and mitigation measures in accordance with applicable legal and regulatory requirements.

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:**

   The Company continues to enhance resource efficiency and environmental performance through the adoption of cleaner technologies and sustainable operating practices. During the reporting period, renewable energy generation recorded year-on-year growth, enabling a higher share of operational energy requirements to be met through solar power and thereby reducing dependence on conventional electricity sources. As part of its water stewardship initiatives, the Company promotes rainwater harvesting and reuses treated wastewater for landscape irrigation and flushing, contributing to the conservation of freshwater resources. The Company has also progressed towards cleaner mobility through the deployment of CNG-powered vehicles, electric rickshaws (E-Rickshaws), BS-VI compliant commercial vehicles, and battery-operated material handling equipment. In addition, energy efficiency has been strengthened through the phased installation of LED lighting and the optimum utilisation of natural daylight across operational facilities. Collectively, these initiatives have improved resource efficiency, reduced the Company's environmental footprint, and reinforced its commitment to responsible and sustainable business operations.

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

   The Company has embedded business continuity and operational resilience into its enterprise risk management framework to ensure the sustained delivery of critical business functions during periods of operational disruption. A structured Business Continuity Plan (BCP) provides for preventive preparedness, incident response, recovery protocols, periodic testing through mock drills, and secure digital backup systems to strengthen organisational resilience against a range of potential risks, including natural disasters, infrastructure failures, cyber incidents, and supply chain disruptions.

   To further reinforce workplace resilience, all manufacturing facilities are equipped with clearly demarcated emergency exits, illuminated evacuation signage, and regularly inspected escape routes to facilitate safe evacuation. Appropriate access control systems and periodic emergency preparedness exercises support a safe working environment while ensuring compliance with applicable safety requirements. The Business Continuity Plan is reviewed and updated at regular intervals to reflect emerging risks, changing business priorities, and evolving regulatory expectations, thereby strengthening the Company's long-term operational resilience.

   To strengthen business continuity, the Company has adopted a diversified sourcing strategy, integrated manufacturing capabilities, and a balanced domestic and international business presence. These measures have enhanced operational resilience, enabling the Company to effectively manage evolving market conditions and regional geopolitical developments while ensuring continuity of operations and timely fulfilment of customer commitments.

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

   We have yet to examine the environmental impacts resulting from the entity's value chain activities. However, we have taken initiatives in this regard. We have sensitized our value chain partners for uplifting the spirit of environment.

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

   Not applicable. However, we have started sensitization program for the value chain partner in this regard.

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

Essential Indicators

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

   Five

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1.	Confederation of Indian Footwear Industries	International
2.	Retailer Association of India	International
3.	Council of Leather Exports	International
4.	Noida Entrepreneurs Association	National
5.	Confederation of Indian Industry (CII)	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.**

   Not applicable

Leadership Indicators

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

   Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

   The company has not conducted any social impact assessment under (SIA). However, we recognize the importance of social impact assessment in understanding and addressing the potential social implications of social impact assessment.

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

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

   The Company is committed to maintaining transparent, responsive and meaningful engagement with the community and other external stakeholders. It has established appropriate mechanisms to receive, review and address feedback, suggestions, concerns and grievances relating to its business operations, CSR initiatives and other matters impacting the community.

   Community members and other stakeholders may communicate their concerns through the Company's official e-mail IDs at compliance@redtapeindia.com and customercare@redtapeindia.com and customercareonline@redtapeindia.com and other designated communication channels.

   All concerns and grievances received are acknowledged, reviewed and addressed by the concerned functional team in a fair, transparent and timely manner. Wherever required, significant matters are escalated to the senior management or the appropriate committee for necessary guidance and resolution. The Company periodically reviews the effectiveness of its grievance redressal mechanism to strengthen stakeholder confidence and promote responsible and sustainable business practices.

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

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	74%	36.71%
Sourced directly from within the district and neighboring districts	35%	1.33%

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent basis) in the following locations, as % of total wage cost:**

Location	FY 2025-26	FY 2024-25
Rural	35.03	36.69
Semi-Rural	2.63	2.41
Urban	10.28	7.98
Metropolitan	52.06	52.92

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

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

   Not Applicable. The Company has not designated any specific Aspirational District for undertaking its CSR initiatives. CSR projects are identified and implemented based on the recommendations of the CSR Committee, the Company's CSR Policy, the Annual Action Plan and irrespective of any specific geographical location.

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

   No

   (b) **From which marginalized /vulnerable groups do you procure?:** Not Applicable

   (c) **What percentage of total procurement (by value) does it constitute?** Not Applicable

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

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.**

   There has been no reported instance of deriving or sharing such IPs based on traditional knowledge.

6. **Details of beneficiaries of CSR Projects**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Arunodya Charitable Trust	1220	100%
2.	National Apprenticeship Promotion Scheme	520	100%
3.	Initiative for learning and motivation (ILM) Trust	120	100%

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

Essential Indicators

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

   The Company is committed to delivering a superior customer experience and places significant emphasis on consumer satisfaction, transparency and timely grievance redressal. It has established a structured consumer grievance redressal mechanism to receive, monitor and resolve customer complaints, queries, suggestions and feedback across all sales channels, including exclusive brand outlets, e-commerce platforms and other retail channels.

   Consumers can conveniently communicate with the Company through multiple communication channels, including the dedicated customer care helpline, e-mail and the grievance section available on the Company's official website. Every complaint or feedback received is acknowledged, recorded and assigned to the concerned team for prompt investigation and resolution within the prescribed timelines. The Company regularly monitors consumer grievances to identify recurring issues, strengthen service quality, enhance product offerings and continuously improve the overall customer experience.

   The Company has established the following channels for receiving consumer complaints and feedback:

   - Customer Care Helpline: +91 7836850000
   - Dedicated E-mail: customercare@redtapeindia.com, customercareonline@redtapeindia.com
   - Official Website: Dedicated customer support/grievance section on the Company's website

   The insights gathered from customer interactions and feedback are periodically reviewed by the management and are leveraged to improve products, services, operational processes and customer engagement, thereby reinforcing the Company's commitment to responsible business practices and long-term customer satisfaction.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY2025-26 (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	N.A	0	0	N.A
Advertising	0	0	N.A	0	0	N.A
Cyber-security	0	0	N.A	0	0	N.A
Delivery of Essential Services	69	0	N.A	0	0	N.A
Restrictive Trade Practices	0	0	N.A	0	0	N.A
Unfair Trade Practices	0	0	N.A	0	0	N.A
Others	587	3	(Product Related Complaints)	0	0	N.A

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

   Not applicable, no such issue occurred

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, https://redtape.com/pages/privacy-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.**

   Not applicable.

7. **Provide the following information relating to data breaches:**

   - Number of instances of data breaches along-with impact: Nil
   - Percentage of data breaches involving personally identifiable information of customers: Nil

Leadership Indicators

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

   https://redtape.com

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

   The Company is committed to promoting the safe and responsible use of its products by providing consumers with relevant product information and usage guidance through various communications. Product labels, packaging, the Company's website and e-commerce platforms contain appropriate information relating to product features, usage, care and maintenance instructions, enabling consumers to make informed purchasing decisions and ensure proper use of the products.

   In addition, consumers are supported through the Company's dedicated customer care services, retail stores and digital communication channels, where they can seek product-related information, raise queries and provide feedback. The Company also undertakes continuous efforts to educate consumers through its online platforms and customer interactions, while using consumer feedback to enhance product quality, safety and the overall customer experience.

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

   The Company has established appropriate communication mechanisms to keep consumers informed of any significant disruption affecting product availability, customer support or other consumer-facing services. Where applicable, consumers are informed through the Company's customer care channels, official website, e-mail, telephone and other appropriate communication platforms regarding any expected delays, temporary service interruptions or operational changes.

   For material events having a significant impact on the Company's operations, the Company makes necessary disclosures to the Stock Exchanges in accordance with the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Company endeavours to ensure timely, transparent and effective communication with consumers and other stakeholders to minimise inconvenience and maintain consumer confidence.

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

   Yes. The Company ensures that all mandatory product information required under the applicable laws and regulations is prominently displayed on its products. In addition, wherever applicable, the Company provides supplementary information such as product care and maintenance instructions, customer care details, website information and other relevant product-related guidance to help consumers make informed purchasing decisions and ensure appropriate use of the products.