Ref: SEC/SE/35/2026-27 **Date: 7th August 2026**

The Manager- Listing **The National Stock Exchange of India Limited** "Exchange Plaza", Bandra – Kurla Complex, Bandra (EAST), Mumbai – 400051 **NSE SYMBOL: SENCO**	The Manager – Listing **BSE Limited** Corporate Relationship Department Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001 **BSE SCRIP CODE: 543936**

Dear Sir(s)/ Madam(s),

Sub: Business Responsibility and Sustainability Report ("BRSR") for the FY 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the BRSR for FY 2025-26 which forms part of the Annual Report of the Company for FY 2025-26.

The BRSR is also available on the website of the Company.

We request you to take the above on record.

Yours sincerely,

For SENCO GOLD LIMITED

Mukund Chandak Digitally signed by Mukund Chandak Date: 2026.08.07 19:01:42 +05'30'

Mukund Chandak
Company Secretary & Compliance Officer
Membership No. A20051

Encl: a/a

Business Responsibility and Sustainability Report

Senco Gold Limited

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	**L36911WB1994PLC064637**
2	**Name of the Listed Entity**	**SENCO GOLD LIMITED**
3	**Year of incorporation**	1994
4	**Registered office address**	41A, A. J. C. Bose Road, Diamond Prestige, 10th Floor, Unit No. 1001, Kolkata - 700017
5	**Corporate address**	41A, A. J. C. Bose Road, Diamond Prestige, 10th Floor, Unit No. 1001, Kolkata - 700017
6	**E-mail**	corporate@sencogold.co.in | ir@sencogold.co.in
7	**Telephone**	033 40215000/5004
8	**Website**	www.sencogoldanddiamonds.com; www.sencogold.com
9	**Financial year for which reporting is being done**	01/04/2025 to 31/03/2026
10	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited (NSE) & BSE Limited (BSE)
11	**Paid-up capital**	₹ 819.03 Million
12	**Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report**	Mr. Mukund Chandak Designation: Company Secretary and Compliance Officer E-mail: mukund.chandak@sencogold.co.in Phone no.: 033-40215000/5004
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)?**	The disclosures contained in this report have been prepared on a consolidated basis, covering Senco Gold Limited and its wholly owned subsidiaries i.e., Senco Gold Artisanship Private Limited and Sennes Fashion Limited.
14	**Name of assurance provider**	None
15	**Type of assurance obtained**	None

As Senco Gold Limited is solely engaged in jewellery manufacturing and retail, it neither participates in mining activities nor sources materials directly from mining entities.

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacturing and retailing of jewellery along with lifestyle and fashion accessories	The Company is primarily engaged in the manufacturing and retailing of jewellery made from gold, diamond, platinum, silver, and other precious and semi-precious stones through **Senco Gold Limited ('SGL', 'Senco')** The Group also undertakes the retailing of lifestyle products, including perfumes, fragrances, leather bags, fashion accessories, and lab-grown diamond jewellery through its retail operations, including Sennes Fashion Limited ('SFL', 'Sennes'). This integrated portfolio enables the Group to offer a comprehensive range of jewellery and lifestyle products across its retail network.	100%*

* As Senco Gold Limited (SGL), Senco Gold Artisanship Private Limited (SGAPL), and Sennes Fashion Limited (Sennes) collectively contribute more than 90% of the Group's total turnover, they have been considered as the reporting entities for the purpose of this disclosure.

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

Sl. No.	Products/Services	NIC Code	% of total turnover contributed
1	Gold, diamond, platinum, silver, and gemstone jewellery; customised jewellery design services. Retailing of Fragrances and perfumes, leather bags and lab grown diamond products along with other precious and semi precious stones.	32111, 32113, 32114, 3119, 15122, 32112	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	3	8
International	0	1	1

Note: The entity operates through 5 Company-owned factories. Further, the entity also operates through 102 Senco Stores and 12 Sennes Fashion Limited stores. The international office denotes office of Senco Global Jewellery Trading LLC.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18 States and 1 Union Territories
International (No. of Countries)	1

Note: International loaction denotes presence of Senco Global Jewellery Trading LLC.

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

Exports contributed 5% of the Company's total turnover during the reporting period.

c. A brief on types of customers

Senco's customer base spans value-driven mass buyers to aspirational and premium segments, with particularly strong traction among wedding shoppers and younger, design-conscious consumers. Sennes

Fashion Limited caters to a young, urban, and affluent customer base that values modern design and premium experiences. Its customers are typically style-conscious and sustainability-driven, preferring lab-grown diamonds and ethical luxury over traditional jewellery. Overall, the brand targets aspirational buyers seeking contemporary, lifestyle-oriented luxury products rather than conventional gold purchases.

IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and workers (including differently-abled)

Sl. No.	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
	EMPLOYEES					
1	Permanent (D)	3,037	1,892	62.00%	1,145	38.00%
2	Other than permanent (E)	100	36	36.00%	64	64.00%
3	Total employees (D + E)	3,137	1,928	61.00%	1,209	39.00%
	WORKERS					
4	Permanent (F)	272	271	99.60%	1	0.40%
5	Other than permanent (G)	5	5	100.00%	0	0.00%
6	Total workers (F + G)	277	276	99.60%	1	0.40%

b. Differently-abled employees and workers

Sl. No.	Particulars	Total (A)	Male No. (B)	Male % (B / A)	Female No. (C)	Female % (C / A)
	Differently-Abled Employees					
1	Permanent (D)	18	14	78.00%	4	22.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%
3	Total differently-abled employees (D + E)	18	14	78.00%	4	22.00%
	Differently-Abled Workers					
4	Permanent (F)	2	2	100.00%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%
6	Total differently-abled workers (F + G)	2	2	100.00%	0	0.00%

- Approximately 1,000 third-party personnel were engaged primarily in housekeeping and security functions through service providers across the Company's retail operations during FY 2025–26. This figure is indicative and may vary during the year, based on the operational requirements and business needs.
- Definition of Employees and Workers:

  Workers include all skilled and semi-skilled personnel directly engaged in the manufacturing process, excluding supervisory personnel. Employees involved mainly in Karigari related work activities are classified as workers.

  Employees include all white-collar personnel engaged in office, corporate, manufacturing support, store, and retail operations, including supervisory, managerial, and administrative roles.
- The Company has four employees from the LGBTQ community, reinforcing its commitment to diversity, equity, and inclusion.

21. Participation / inclusion / representation of women

	Total	No. and percentage of females	
	(A)	No. (B)	% (B / A)
Board of Directors	7	3	42.86%
Key Management Personnel	3	0	0.00%
Senior Management Personnel	7*	1	14.29%

* LWD (Last Working Day) of one SMP was April 10, 2026

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	26.00%	32.00%	27.00%	19.70%	28.80%	24.20%	17.00%	22.00%	19.00%
Permanent workers	1.00%	0.00%	1.00%	0.00%	0.00%	0.00%	1.00%	0.00%	1.00%

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

23. a. Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sl. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1.	Senco Gold Artisanship Private Limited	Wholly Owned Subsidiary	100%	Yes
2.	Sennes Fashion Limited	Wholly Owned Subsidiary	100%	Yes
3.	Senco Global Jewellery Trading LLC, Dubai, UAE	Wholly Owned Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹): 84,300.30 million

(iii) Net worth (in ₹): 25,136.84 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes (https://sencogold.com/contact-us) Communities can also reach out via below email for any queries or concerns 1. customerfeedback@sencogold.co.in 2. corporate@sencogold.co.in 3. contactus@sencogold.co.in	0	**0**	-	-	-	-
Investors (other than shareholders)	Yes https://sencogold.com/investor's-support	0	0	-	-	-	-
Shareholders	Yes https://sencogold.com/investor's-support	2	0	-	3	1	One complaint was received by the Registrar and Transfer Agent (RTA) through SCORES on 24th March 2025 which was redressed on 7th April 2025.
Employees and Workers	Yes. The Company has established multiple channels to strengthen employee engagement and ensure timely resolution of concerns. As part of this approach, it leverages Amber, an AI-enabled employee feedback platform, to regularly assess employee sentiment and workplace experience. Feedback gathered through the platform is reviewed and addressed promptly by the relevant teams. Additionally, the Company has implemented Whistle-Blower and Prevention of Sexual Harassment (POSH) policies. Supported by designated committees, these policies ensure fair, transparent, and confidential resolution of complaints and concerns.	2*	0	Two POSH cases were filed during FY 2025-26, zero cases remain pending.	1	0	-

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide weblink for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Customers	Yes (customer feedback) & (https://customervoice.microsoft.com/) Customer feedback is collected through multiple active channels. A dedicated email ID — customerfeedback@sencogold.co.in is active. Post-interaction feedback is also sought through forms shared after case closure to gauge customer satisfaction.	2,375	25	-	2,879	26	-
Value Chain Partners	Yes (https://sencogold.com/contact-us) or through Mail ID: contactus@sencogold.co.in., & corporate@sencogold.co.in Value chain partners, including karigars, vendors, and hallmarking centres, are encouraged to communicate any concerns or grievances through their respective merchandisers for appropriate resolution.	0	0	-	-	-	-

* Limited to POSH Cases only.

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

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	GHG Emission/ Energy Management	Risk	The use of purchased electricity in jewellery manufacturing and the retail outlets increases the Scope 2 emissions. The Scope 3 emissions from transportation and supply chain activities also increase the carbon footprint. Lab-grown diamonds are carbon intensive. This will affect the Scope 3 emission in the long term.	The Company uses energy-efficient lighting and air-conditioning to reduce its electricity consumption. The electricity use is monitored and every effort is made to reduce the wastage of energy. Opportunities for low-carbon transport and renewable energy sources are also being evaluated.	Negative implications - increases the operational cost.
2	Water Stewardship	Risk	Water usage presents a risk considering the potential for water scarcity due to climate-related water stress. Water usage in offices as well as manufacturing operations poses a significant risk.	The Company has taken water measures to conserve water through the use of low-flow fixtures. The water use is monitored to reduce wastage. Rainwater harvesting is implemented at selected locations.	Negative implications
3	Responsible Sourcing of Materials	Opportunity	The Company sources materials from environmentally and socially responsible suppliers, reinforcing its commitment to sustainable and ethical business practices. The use of recycled materials, particularly gold, supports the country's need to conserve foreign exchange while aligning with the Company's resource conservation initiatives. It also helps reduce the environmental and social impacts associated with mining. These practices strengthen supplier relationships, enhance customer trust, and further reinforce the Company's brand reputation.	This is an opportunity and therefore the Company takes action to take advantage of the opportunity by increasing its supplier base for ethical and responsible sourcing through third party certifications and audits.	Positive implication

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4	Customer Satisfaction	Opportunity	A customer-centric approach supports brand loyalty, encourages repeat business, and strengthens the Company's market reputation.	The Company takes advantage of this opportunity by providing personalised customer experience. The front-line employees are empowered to engage with the customer through regular training and utilise customer relationship tools and feedback mechanisms to address queries and concerns in a timely manner.	Positive implications
5	Ethical Governance and Compliance	Opportunity	Strong ethical governance enhances stakeholder confidence. The focus on regulatory compliance contributes to sustainable long-term business performance.	The Board of Directors exercises strong oversight on critical matters. It is supported by regular training initiatives and robust audit and review mechanisms.	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.

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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://sencogold.com/corporate-governance/policies_and_related_documents								
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, and Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS)] adopted by your entity and mapped to each principle.	Senco Gold and Sennes adhere to several national and international standards that support responsible business conduct. These certifications and affiliations reinforce Senco Gold's commitment to quality, compliance, sustainability, and ethical business conduct across its operations and value chain. • Bureau of Indian Standards (BIS): Ensures hallmarking for gold and silver jewellery, guaranteeing quality, purity, and consumer protection. • International Gemological Institute (IGI): Certifies products for quality assurance and transparency. • Solitaire Gemological Laboratories (SGL): Provides grading and certification for diamonds and gemstones, assuring authenticity and promoting informed consumption. • ISO 27001 – Information Security Management Systems (ISMS): Safeguard customer and business data, demonstrating its focus on data protection, cybersecurity, and responsible use of technology. • Responsible Jewellery Council (RJC) - The global membership and standards body for responsible jewellery throughout the entire supply chain - from mine to retail. • Indian Association for Gold Excellence and Standards (IAGES)– Member of an independent body revolutionizing the gold industry in India, aims to bring a pioneering framework to ensure transparency, trust, and sustainability in the gold sector.								

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	As a part of our ESG framework, we have set measurable short-, medium-, and long-term goals. We are committed to reducing our energy consumption, increasing the share of renewable energy in our energy mix, and ensuring the responsible disposal of 100% of our e-waste. **Current Green Initiatives** 1. Replacing Plastic Water Bottles • The Company are replacing plastic bottles with reusable glass bottles and providing access to filtered drinking water. • So far, 14 pilot stores have curtailed their plastic bottle use by 80%. • This change is expected to reduce total cost by 92%. 2. Going Digital to Save Paper • The Company has introduced the PAZO app across 102 stores in India, replacing paper-based processes with a digital platform to reduce paper consumption and support environmental sustainability. • This initiative has already saved 13 trees. 3. Using Eco-Friendly Bags • Our stores are switching to more sustaining packaging options. • All our 102 stores in India replaced non-woven plastic bags with jute and paper bags. 4. Reducing Wastage of Water • The Company has installed water-saving methods in 10 pilot stores. • Company has installed push taps to prevent people from wasting water and installed water meters to track how much water each store uses. 5. Cutting Diesel Use in Generators • The Company upgraded diesel generators (DG sets) to save fuel and moving towards low emissions DG sets. • As on date, all newly installed DG sets are fuel-efficient models with improved performance and lower fuel consumption, supporting the Company's energy efficiency and environmental objectives. • The Company has added diesel meters and smart tracking tools to monitor fuel efficiency every hour in the DG Itself. 6. Waste Management Information • Reduced paper waste by 767.6 kg through the digital transformation. • Reduced the usage of non-woven bag by 49,050 numbers by using jute and paper bags • Reduced plastic waste by 1,350.3 kg by avoiding the usage of PET bottles									

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	7. Strengthen employee well-being and financial protection • Extended Mediclaim coverage to eligible employees and dependents, including parents, at no employee cost • Provided coverage for personal accident insurance for employees; supported employees during medical exigencies through additional financial assistance • Conducted health check-up camps and undertook wellness initiatives for employees 8. Promote inclusion, dignity and equitable opportunity • Provided coverage for gender transformation-related medical expenses for LGBTQ employees • Supported employee career growth based on talent, capability and performance • Created employment opportunities for youth from rural communities and differently-abled persons. 9. Advance HR governance, digital transformation and productivity • Implemented unified HR policies across subsidiaries; • Standardized HR SOPs; • Introduced Goal Getter App for Front-end's teams for productivity and incentive automation to ensure transparency in performance evaluation. • Strengthened real-time performance evaluation, • Manpower productivity tracking and incentive automation; and piloted AI-enabled learning and performance tools under Project Future. 10. Build a stronger employer brand and engagement culture • Achieved Great Place to Work certification for the fourth consecutive year; • Improved employer branding score from 3.7 to 4.5; • Secured the First Position in Ambition Box ranking in the relevant peer category; • Felicitated more than 400 employees through Reward and Recognition initiatives; • Promoted engagement through cultural, sports and inclusion-led events.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Senco Gold Limited is formalising its ESG roadmap for the above targets in alignment with its growth strategy. It is in the process of setting its energy and carbon baseline levels so as to monitor and measure the improvements. It has implemented initiatives to improve the employee wellbeing, health and safety.								

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight										
7	Statement by Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements.	At Senco Gold Limited, sustainability continues to remain an integral part of our long-term business vision and value system. As a responsible jewellery brand, we are committed to conducting our operations with integrity, transparency, and accountability while creating sustainable value for our stakeholders, society, and the environment. During the reporting period, Senco Gold Limited and Senco Gold Artisanship Private Limited further strengthened their focus on responsible sourcing, operational efficiency, environmental management, and employee well-being. Our initiatives included the adoption of energy-efficient practices, enhanced waste management measures, increased digitalisation to reduce paper consumption, and continued emphasis on occupational health, safety, and stakeholder awareness. A key highlight of our sustainability journey is SENNES, our conscious luxury brand developed with sustainability at its core. SENNES reflects our commitment towards environmentally responsible products and operations through the use of eco-friendly materials and sustainable practices across its value chain. The brand has consciously adopted plastic-free packaging and store practices, reinforcing its vision of promoting responsible consumption while delivering thoughtfully designed products with minimal environmental impact. SENNES represents our endeavour to combine innovation, craftsmanship, and sustainability to meet the evolving expectations of environmentally conscious consumers. Guided by robust governance practices and continuous leadership oversight, we remain aligned with SEBI's BRSR framework and evolving ESG expectations. Going forward, we will continue to strengthen our sustainability roadmap through improved traceability, greater resource efficiency, and focused sustainability-led initiatives, reinforcing our commitment towards responsible growth and long-term resilience.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Suvankar Sen, Managing Director and Chief Executive Officer, holds the primary responsibility for overseeing all policies at Senco Gold Limited and its wholly owned subsidiaries. The Board of Directors serves as the highest authority overseeing the implementation and governance of the Company's Business Responsibility policies.								

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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, the Board of Directors has constituted an ESG Committee to oversee and guide the Company's ESG initiatives and ensure effective implementation of sustainability-related matters. Additionally, an ESG Steering Group comprising representatives from key departments has been formed to support the operational execution of the ESG strategy.								

Name of the Director	Category Designation
Ms. Suman Varma,	Independent Director, Chairperson of the Committee
Mr. Suvankar Sen,	Managing Director & CEO, Member
Mr. Kumar Shankar Datta,	Independent Director, Member
Mr. Bhaskar Sen,	Independent Director, Member
Mrs. Ranjana Sen,	Chairperson and Whole-time Director, Member,
Mrs. Joita Sen,	Whole-time Director, Member

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	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	ESG Steering Group* and ESG Committee meeting									Half yearly								

* Additionally, five ESG Steering Group meetings were conducted during FY 2025–26

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, please provide the name of the agency.	Yes, an independent sustainability advisory firm has been appointed to support the enhancement of the organization's sustainability management system, implementation processes, and data traceability.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business. (Yes/No)	All the Principles are covered by policies. (Refer Q1)								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles. (Yes/No)									
The entity does not have the financial or human and technical resources available for the task. (Yes/No)									
It is planned to be done in the next financial year. (Yes/No)									
Any other reason (please specify).									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised 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	2	• ESG Familiarization and Capacity Building Programme • ESG & Sustainability	100%
Key Managerial Personnel	3	• Business Responsibility and Sustainability • Theory of Constraints in Inventory Control • ESG & Sustainability	66.67%

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 BoD	428	Key learning and development initiatives undertaken during the year included: • Budding Store Development Sessions • Code of Conduct, Whistleblower & POSH Training • Communication Skills Training • Creating Senco Sales Ambassador (NYUZ) • Digital Readiness Orientation • Mental Well-being & Spiritual Awakening Session by Brahma Kumaris • Showroom Hygiene, Safety & PPE awareness • Theory of Constraints in Inventory Control • Business Responsibility and Sustainability through Self-Transformation • Induction Programme • Knowledge for Sales (NYUZ) • Management Development Programme (MDP) • Mixed Module Orientation – People, Process & Product • Repairing Procedure Training • Retail Sales Training • SENNES Training • Service Training (Zest) • SGL ESG 9 Principles Awareness Programme • Senco Legacy Programme • Training Impact Score Assessment These initiatives were aimed at strengthening employee capabilities, leadership development, ethical conduct, customer service excellence, digital readiness, operational efficiency, and sustainability awareness across the organization.	90%
Workers	2	• Health, Safety and Well-being • Skill Development and Capacity Building • Zero Tolerance and Ethical Workplace Policies • Code of Conduct • Human Rights and Workplace Dignity	86%

* During FY 2025–26, the Company incurred an expenditure of ₹1.00 crore against the approved budget of ₹1.52 crore, reflecting the utilisation of funds towards the planned training related activities during the reporting period.

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

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
			Monetary		
Penalty / Fine	Principle 1	Assistant Controller of Legal Metrology, 24 - Parganas (South)	18,000	Weighing machines were not re-verified, as required under Section 24 of the Legal Metrology Act, 2009 for which compounding application was made to the officer and fine was paid.	No
Penalty / Fine	Principle 1	Government of Karnataka, Department of Commercial Taxes	16,950	Demand under Section 12 of the KTPTC&E Act 1976 in addition to the interest under Section 11 of the Act and penalty @ 10% of the amount due, amounting to ₹16,950 for non-payment of enrollment tax in the prescribed time.	No
Penalty / Fine	Principle 1	Government of Karnataka, Department of Commercial Taxes	14,100	Demand under Section 12 of the KTPTC&E Act 1976 in addition to the interest under Section 11 of the Act and penalty @ 10% of the amount due, amounting to ₹14,100 for non-payment of enrollment tax in the prescribed time.	No
Penalty / Fine	Principle 1	Office of Joint Commissioner, Corporate Circle, Lucknow II, Uttar Pradesh	30,000	Demand u/s 73 of CGST Act 2017 amounting to ₹54,896, including a penalty of ₹30,000.	No
Penalty / Fine	Principle 1	Inspector, Legal Metrology, Rourkela-1	30,000	Weighing machines did not have valid verification certification, as required under Section 24 of the Legal Metrology Act, 2009. Hence penalty paid.	No.
Settlement				Nil	
Compounding fee	Principle 1	CCIT (TDS), Kolkata	3,86,201	Delay in deposit of TDS amount in the FY 2015-16.	No

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

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
As above	

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

Yes, there is an anti-corruption/anti-bribery policy in place. The Company prohibits designated persons as defined in the policy from accepting gifts from parties under negotiation, offering or receiving any benefits to gain business advantage, or making facilitation payments (including to government officials). Designated persons are required to refrain from all forms of bribery, avoid any retaliation against those raising concerns, and not engage in any activity that is in violation of the Company's policy.

Weblink: https://sencogold.com/storage/files/AntiBribery_AntiCorruption_Policy.pdf

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

There are no corrective actions taken or underway on cases of corruption and conflicts of interest, as there are no cases. The Company is committed to complying with all legal requirements.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	69 days	10 days

9. Openness of Business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances and investments with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25.22%	20.28%
	b. Number of trading houses where purchases are made from	175	168
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	41.34%	36.04%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	32.76%	32.20%
	b. Number of dealers / distributors to whom sales are made	88	72
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	27.42%	30.44%
Share of RPTs in*	a. Purchases (purchases with related parties / total purchases)	0.00%	0.50%
	b. Sales (sales to related parties / total sales)	0.00%	2.29%
	c. Loans & advances (loans & advances given to related parties / total loans & advances)	0.00%	40.96%
	d. Investments (investments in related parties / total investments made)	98.92%	99.47%

* The Company defines Trading Houses as vendors (both domestic & international) who only buy and sell products without any value addition to that product.

* For FY25-26, consolidated figures have been provided, and for FY24-25 figures are on standalone basis.

Leadership Indicators

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

Total number of awareness programmes held	Topics / Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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

The Company adheres to its Related Party Transactions policy, consistent with the Code of Conduct for Business and Ethics. Directors must disclose any conflicts of interest, and the Company addresses these in accordance with regulatory requirements and internal governance practices.

More details are available at - https://sencogold.com/storage/files/Policy_on_Materiality_of_Related_Party_Transactions.pdf

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 products and processes, relative to the Company's total R&D and Capex investments, respectively.

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D*	0	0	-
Capex	8.03%	0.15%	To continuously improve our environmental management system, the company has implemented several initiatives. These include upgrading to modern, efficient DG sets, installing in-store solar plants, and transitioning to LED light fixtures. Additionally, we have introduced low-VOC paints and replaced standard air conditioning units with energy-efficient heating, ventilation and air conditioning (HVAC) systems.

*As the company operates in the jewellery retail and manufacturing sector, it does not have a dedicated Research & Development (R&D) function. Innovation and process improvements are undertaken as part of regular business operations.

2. a. Does the Company have procedures in place for sustainable sourcing?

Yes, the Company has established procedures to promote sustainable sourcing, which are periodically reviewed through internal assessments to ensure alignment with its procurement practices and sustainability objectives.

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

100% of the Company's procurement of inputs is covered under the Company's supplier evaluation and procurement framework, which incorporates quality, compliance, and sustainability considerations, wherever applicable.

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 wastes, and (d) other wastes.

There are no such processes in place. Hence, not applicable.

4. Responsibility 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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. Being a brand owner, EPR is applicable for Senco Gold Limited.

The Company has taken steps towards aligning its practices with EPR regulations by initiating the process for registration on the Central Pollution Control Board (CPCB) EPR portal.

Other actions include –

- Assessing plastic packaging usage across operations.
- Identifying authorised recyclers for compliant waste management.
- Exploring sustainable and alternative packaging materials to reduce dependency on plastic.

The Company is committed to strengthening its compliance management and implementing a structured EPR plan as part of its broader sustainability agenda.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	*Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the weblink
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.

Name of product / service	Description of the risk / concern	Action taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25*
Old Silver	11%	4%
Old Gold	38%	31%
Old Platinum	25%	15%
Old Diamond	25%	22%

* The Company has updated the FY 2024–25 data to make it comparable with FY 2025–26 reporting period.

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:

	FY 2025-26			FY 2024-25		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,892	1,892	100.00%	1,892	100.00%	-	-	0	0.00%	0	0.00%
Female	1,145	1,145	100.00%	1,145	100.00%	1145	100.00%	-	-	0	0.00%
Total	3,037	3,037	100.00%	3,037	100.00%	1145	38.00%	0	0.00%	0	0.00%

Note: For FY 2025-26, 33 Female Permanent Employees availed the Maternity benefits. The company offers comprehensive daycare/creche facilities to 100% of its eligible employees through third-party tie-ups.

Category	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than permanent employees											
Male	36	36	100.00%	36	100.00%	-	-	0	0.00%	0	0.00%
Female	64	64	100.00%	64	100.00%	0	0.00%	-	-	0	0.00%
Total	100	100	100.00%	100	100.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	271	271	100.00%	271	100.00%	-	-	0	0.00%	0	0
Female	1	1	100.00%	1	100.00%	1	100.00%	-	-	0	0
Total	272	272	100.00%	272	100.00%	1	0.40%	0	0.00%	0	0.00%

Note: For the FY 2025-26, 1 female permanent worker availed the maternity benefits.

Category	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than permanent workers											
Male	5	5	100.00%	0	0.00%	-	-	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	-	-	0	0.00%
Total	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.08%	0.08%

2. Details of retirement benefits, for the current Financial Year and previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100.00%	100.00%	Y	99.33%	0	Y
Gratuity	100.00%	100.00%	Y	100.00%	0	Y
ESI	32%	30%	Y	34.00%	0	Y
Others - please specify	NA	NA	NA	NA	NA	NA

- Eligible employees are covered under PF, ESIC and Gratuity excluding Trainees
- The Company offers post-retirement employment opportunities to eligible workers

3. Accessibility of workplaces

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

Senco Gold Limited, Senco Gold Artisanship Private Limited and Sennes Fashion Limited are committed to promoting an inclusive and equitable workplace by providing equal employment opportunities to all individuals, including persons with hearing and speech impairments. We ensure appropriate workplace support to enable employees to perform their roles effectively and contribute meaningfully to the organization.

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

The company embraces diversity and is committed to providing equal opportunities for all. The Company treats all workers equally. The Company provide employment opportunities and support to people with disabilities. Company want every employee to feel respected and to have equal opportunities to grow and succeed.

The Company has adopted an Equal Opportunity Policy for Persons with Disabilities in accordance with the applicable legal requirements. The Policy is available on the Company's website at: https://sencogold.com/storage/files/Equal_Opportunity_Policy_for_Persons_with_Disabilities.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	57.58%	73.00%	NA	NA
Total	57.58%	73.00%	NA	NA

* A total of 33 employees have taken maternity leave. Return to work count is 19 employees.

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

	Yes/No (If Yes, then give details of the mechanism in brief
Permanent workers Other than permanent workers Permanent employees Other than permanent employees	The Company has established multiple communication channels to reinforce employee engagement and ensure timely resolution of concerns. The Company uses an AI-enabled employee feedback platform, Amber, at regular intervals. This platform captures employee sentiment and workplace experience. Feedback is reviewed and addressed by relevant teams. The Company also provides a comprehensive HRMS portal, featuring a dedicated Helpdesk for employees to raise queries, seek support, submit feedback, and report grievances. Periodic surveys and regular formal and informal interactions to gather employee feedback Additionally, the Company has implemented Whistle-Blower and Prevention of Sexual Harassment (POSH) policies. They are supported by designated committees and ensure fair, transparent, and confidential resolution of complaints and concerns.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total permanent employees	3,055	Nil	NA	2,616	NA	NA
Male	1,906	Nil	NA	1,651	NA	NA
Female	1,149	Nil	NA	965	NA	NA
Total permanent workers	274	Nil	NA	105	NA	NA
Male	273	Nil	NA	104	NA	NA
Female	1	Nil	NA	1	NA	NA

8. Details of training given to employees and workers:

Category	Total (A)	FY 2025-26 On health and safety measures No. (B)	% (B/A)	On skill upgradation No. (C)	% (C/A)	Total (D)	FY 2024-25 On health and safety measures No. (E)	% (E/D)	On skill upgradation No. (F)	% (F/D)
Employees										
Male	1,942	96	5.00%	1,333	69.00%	1,651	710	43.00%	1,095	66.32%
Female	1,213	188	15.00%	976	80.50%	965	178	18.45%	951	98.55%
Total	3,155	284	9.00%	2,309	73.00%	2,616	888	33.95%	2,046	78.21%
Workers										
Male	278	0	0.00%	238	86.00%	104	104	100.00%	104	100.00%
Female	1	0	0.00%	0	0.00%	1	1	100.00%	1	100.00%
Total	279	0	0.00%	238	85.00%	105	105	100.00%	105	100.00%

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

Benefits	FY 2025-26 Total (A)	No. (B)	% (B/A)	FY 2024-25 Total (C)	No. (D)	% (D/C)
Employees						
Male	1,942	1,677	86.35%	1,651	1,509	91.40%
Female	1,213	1,048	86.39%	965	930	96.37%
Total	3,155	2,725	86.37%	2,616	2,439	93.23%
Workers						
Male	278	262	94.24%	104	104	100.00%
Female	1	1	100.00%	1	1	100.00%
Total	279	263	94.26%	105	105	100.00%

10. Health and Safety management system:

a. **Whether an Occupational Health and Safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such a system?**

Yes, the Company has an Occupational Health & Safety (OHS) Management System in place. As part of its commitment to continual improvement, the Company has engaged an independent competent agency to conduct comprehensive Hazard Identification and Risk Assessments (HIRA) across all factory activities, covering both routine and non-routine operations. Based on the assessment findings, a phased implementation of additional risk mitigation measures is underway to further strengthen workplace safety. For retail stores, where operational safety risks are comparatively limited, periodic fire and emergency mock drills are conducted to reinforce employee preparedness and emergency response capabilities.

As part of its commitment to environmental stewardship and continual improvement, the Company has engaged an independent competent agency to conduct a comprehensive Environmental Aspect and Impact Assessment across its operations. Based on the assessment findings, an action plan is being finalised, and corrective measures will be implemented in a phased manner to further strengthen environmental performance.

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

To ensure a safe and sustainable working environment, the Company conducted Hazard Identification and Risk Assessments (HIRA) alongside Environmental Aspect-Impact studies that covered both routine and non-routine activities.

Following these assessments, initiatives were implemented to mitigate identified risks, as a process of the Company's commitment to continual improvement. Over time, these practices have established robust operational controls that maintain safety. For non-routine tasks, experienced teams plan and execute specialised safety protocols. Workers are equipped with task-specific Personal Protective Equipment (PPE), such as gloves, masks, and safety goggles, aligning with our goal of "Zero Harm". We continuously review these factory activities to implement even stronger safety measures moving forward.

Our firefighting equipment includes hydrants and portable extinguishers. We also have a public address (PA) system in every building. We maintain all these systems regularly to ensure they work.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, we encourage our employees in our factories and stores to report any safety hazards promptly. One can do this without fear of retaliation.

We maintain efficient communication channels to ensure safety concerns are reported promptly and unsafe conditions are addressed without delay. We also ensure that all employees have access to the appropriate contact information and reporting channels enabling them to raise concerns quickly and easily. We are constantly working to improve safety awareness across the organisation.

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

Yes, we have arrangements in place for doctors to conduct annual health check-ups at our sites. Employees have access to medical consultation for both occupational as well as non-occupational health concerns.

In the event of a medical emergency, the Company has arrangements in place to facilitate admission of employees to nearby hospitals. These hospitals are located within 1.5 km of our manufacturing facilities.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company organises regular wellness sessions to support the physical and mental health of our employees. On the job, supervisors lead informal safety talks to discuss daily hazards and the best ways to stay safe. We encourage everyone to report unsafe conditions or "near-miss" accidents through our clear communication channels. We also ensure all safety gear (PPE) is in good condition, and that staff know how to use it appropriately. In the event of an injury or health issue, we provide quick medical support through on-site first aid or nearby doctors. These steps reflect our commitment to keeping our workplace safe, healthy, and supportive for everyone.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & 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	0.00%
Working conditions	0.00%

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

No safety incidents occurred during the reporting period and therefore no corrective actions were required to be taken. The Company is taking actions to address its risks which were detected during the HIRA.

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).

Employees: Yes, the Company has a Compensation Policy in place to provide financial support and statutory compensation to the legal beneficiaries of the employees in the event of death arising out of and in the course of employment, in accordance with applicable laws and Company policy.

Workers: Yes, the Company has a Compensation Policy in place to provide financial support and statutory compensation to the legal beneficiaries of the workers in the event of death arising out of and in the course of employment, in accordance with applicable laws and Company policy.

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

   The entity verifies the bills along with supporting proof of statutory payments monthly to ensure that all dues have been deducted and deposited by value chain partners within the prescribed timelines. Bills are processed only after this verification.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees\workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

   Yes, the Company offers post-retirement employment opportunities to eligible workers and also provides training and job placement opportunities for the children of its staff.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	**0%**
Working conditions	**0%**

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.**

   Not applicable.

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 identified and prioritised key stakeholder groups during the stakeholder identification process. We prioritised the key stakeholders based on their significance in the core operations and the extent of mutual influence. This evaluation enabled the Company to focus on stakeholders whose expectations and concerns directly impact the business. We implemented various established channels of communication to facilitate engagement. Additionally, relevant input is integrated into both operational and strategic decision-making processes.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and investors	No	Investors' conferences/meets, stock exchange (SE) intimations, investor/ analysts presentations, conference calls, media releases, e-mail, Government portal, annual reports, etc.	Quarterly and in addition we have regular ongoing engagement for the queries as per the LODR process.	To enhance the investors' relationship.
Employee and workers	No	Employee sentimental analysis, Gallup survey, Employee Connect Session, e-mails, Group SMS, employee HRMS portal, etc.	Monthly	To keep employees updated, address their concerns, and ascertain their engagement score.
Customers	No	Website, SMS, e-mail, brochures, events, etc.	On need basis	To understand consumer behaviours and feedback, and resolve their grievances.
Suppliers and contractors	Yes	Meetings, calls, training, workshops, website, social media	On need basis	Queries/suggestions/ assurance, complaints, etc.
Government and regulatory authorities	No	Website, Stock Exchange (SE) intimations, social media, annual reports, etc.	On need basis	Queries/monitoring the governance structure of the Company.

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 Company engages with stakeholder groups like customers, employees, investors, regulators, and suppliers through various established and structured communication channels. These structured mechanisms may include investor conferences, Gallup surveys, customer feedback initiatives, and supplier workshops.

   The frequency of these engagements varies by stakeholder group, based on the requirement. They may be quarterly, half-yearly, annually, or as required. The knowledge and the lessons derived from these interactions are reviewed by the relevant departments and, where appropriate, escalated to the Board or its Committees to support informed decision-making on economic, environmental, and social matters.

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, stakeholder consultations conducted at periodic, quarterly, and annual intervals play a key role in identifying and addressing environmental and social issues. For instance, customer feedback received through the Company's website and surveys has contributed to enhancements in customer service offerings. Likewise, employee sentiment analysis and insights from Gallup surveys have guided the development of welfare initiatives and the refinement of internal policies.

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

   The Company's Corporate Social Responsibility (CSR) initiatives uplift vulnerable and marginalized groups through targeted skilling and education programs, specifically focusing on underprivileged youth, young girls, and endangered arts and crafts communities.

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 policies of the entity, in the following format:**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent employees	3,055	1,092	36.00%	2,247	1,617	71.96%
Other than permanent employees	100	90	90.00%	119	119	100.00%
Total employees	3,155	1,182	37.00%	2,366	1,736	73.37%
Workers						
Permanent workers	274	252	92.00%	98	79	80.61%
Other than permanent workers	5	4	80.00%	1	1	100.00%
Total workers	279	256	92.00%	99	80	80.81%

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

Category	FY 2025-26					FY 2024-25				
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	3,055	**0**	**0.00%**	3,055	**100.00%**	2,616	0	0.00%	2,616	100.00%
Male	1,906	0	0.00%	1,906	100.00%	1,651	0	0.00%	1,651	100.00%
Female	1,149	0	0.00%	1,149	100.00%	965	0	0.00%	965	100.00%
Other than permanent	100	**0**	**0.00%**	**100**	**100.00%**	175	0	0.00%	175	100.00%
Male	36	0	0.00%	36	100.00%	56	0	0.00%	56	100.00%
Female	64	0	0.00%	64	100.00%	119	0	0.00%	119	100.00%

Category	FY 2025-26					FY 2024-25				
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	274	0	0.00%	274	100.00%	105	0	0.00%	105	100.00%
Male	273	0	0.00%	273	100.00%	104	0	0.00%	104	100.00%
Female	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Other than permanent	5	0	0.00%	5	100.00%	1	0	0.00%	1	100.00%
Male	5	0	0.00%	5	100.00%	1	0	0.00%	1	100.00%
Female	0	0	0.00%	0	0	0	0	0.00%	0	100.00%

3. **Details of remuneration / salary / wages**

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹)	Number	Median remuneration / salary / wages of respective category (₹)
Board of Directors (BoD)**	1	2,64,97,548	2	91,04,040
Key Management Personnel*	3	61,78,872	0	0
Employees other than BoD and KMP#	1,929	3,98,787	1211	3,57,215
Workers#	288	5,31,204	1	6,94,374

* Key Management Personnel comprise MD, CFO and CS.
# Includes employees and workers who have served for the full year only.
** Excludes Independent Directors for the purpose of median remuneration computation.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	29.00%	31.06%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused by or contributed to the business? (Yes/No)

Yes, the Company has designated a focal point responsible for addressing human rights impacts or issues caused by or contributed to its business activities. Employees, including workers, can report any human rights violation to the HR.

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

Employees, including workers, can report any human rights violation to the HR. An investigation is carried out and it is ensured that remediation is undertaken for any human rights violation.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	2	0	0	1	0	0
Discrimination at workplace	0	0	0	0	0	0
Child labour	0	0	0	0	0	0
Forced labour / Involuntary labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	1
Complaints on POSH as a % of female employees/workers	0.17%	0.90%
Complaints on POSH upheld	Nil	Nil

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

The confidentiality of the complainant's identity is maintained throughout the grievance redressal process, except where disclosure is required by law or for the purpose of a fair investigation. The HR function ensures that individuals raising concerns are protected against any form of retaliation, victimisation, or further harassment. Senco Gold Limited is committed to promoting a safe, inclusive, and respectful workplace where employees can report concerns related to discrimination, harassment, or human rights without fear. Any act of retaliation is treated as a violation of company policy and is subject to appropriate disciplinary action, reinforcing the Company's commitment to fairness, dignity, accountability, and ethical conduct.

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

Yes, the Company encourages and upholds human rights requirements while entering into agreements and contracts in true letter and spirit.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/Involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others - please specify	-

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

There were no risks identified and therefore no corrective actions have been taken. We are planning to carry out formal assessments in future.

Leadership Indicators

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

Presently, no changes or modification in the business process has been identified.

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

Though no human rights due diligence is conducted, the Company proactively safeguards the organisation through regular HR audits, compliance checks, and workplace safety assessments. These audits ensured adherence to labour laws, ethical practices, and occupational health standards. Risk mitigation measures and employee grievance mechanisms were already in place to address potential concerns.

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?

The premises/office of the entity is accessible to differently-abled visitors with speech and hearing impairments, as required under the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child labour	0.00%
Forced labour / Involuntary labour	0.00%
Wages	0.00%
Others – please specify	-

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

There were no risks identified and therefore no corrective actions have been taken. We are planning to carry out formal assessments in future.

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

Essential Indicators

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

	FY 2025–26	FY 2024–25
From renewable sources		
Total electricity consumption (A)	28.53	30.492
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	28.53	30.492
Total electricity consumption (D)	34712.95	32,912.06
Total fuel consumption (E)	15960.01	2,056.33
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	50672.96	34,968.39
Total energy consumed (A+B+C+D+E+F)	50701.49	34,998.88
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	0.601 GJ/million ₹	0.5592 GJ/million ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / revenue from operations adjusted for PPP)	12.27 GJ/million $	0
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Certain comparative figures for the previous reporting period may not be directly comparable, as FY 25-26 disclosures are based on enhanced data governance processes and actual operational data, reflecting improvements in data capture and reporting methodology.

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.

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

No such sites/facilities have been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Hence, not applicable.

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

Parameter	FY 2025–26	FY 2024–25
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Ground water	4841.4	3,594.39
(iii) Third-party water	186991.7	9,120.49
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	191833.1	12,714.68
Total volume of water consumption (in kilolitres)	38366.62	9770.14
Water intensity per rupee of turnover (total water consumption / revenue from operations)	0.4551 Kilolitres/ million ₹	0.2031 Kilolitres/ million ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) **(total water consumption / revenue from operations adjusted for PPP)**	9.28 Kilolitres /million $	4.14324 Kilolitres/ million $
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Certain comparative figures for the previous reporting period may not be directly comparable, as FY 2025-26 disclosures are based on enhanced data governance processes and actual operational data, reflecting improvements in data capture and reporting methodology..

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.

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
– No treatment	0	0
– With treatment – tertiary treatment	0	0
(ii) To Groundwater		
– No treatment	0.00	627.92
– With treatment – please specify level of treatment	0.00	0
(iii) To Seawater		
– No treatment	0.00	0
– With treatment – please specify level of treatment	0.00	0

Parameter	FY 2025-26	FY 2024-25
(iv) Sent to third parties		
– No treatment	152776.48	2,316.62
– With treatment – please specify level of treatment (Primary treatment – Scrubber inhouse filtration systems) (Seconday Treatment – Central ETP)	690	0
(v) Others		
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	153466.48	2,944.54

Note: The water discharge has been based on the guideline –80% of water supply is converted into wastewater as per NITI Ayog 's report on Urban Wastewater Scenario In India.

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.

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

The water consumption at Senco Gold Limited, Senco Gold Artisanship Private Limited, and Sennes Fashion Limited is primarily limited to non-industrial uses such as drinking, sanitation, and cleaning, with negligible usage in manufacturing processes. As the offices operate from commercial spaces, wastewater is directly discharged into the municipal drainage system. No onsite treatment facilities are available. Given the minimal and non-hazardous nature of the discharge, implementation of a Zero Liquid Discharge (ZLD) system is neither feasible nor required.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	Kg	8827.00	Not estimated
SOx	Kg	110.34	
Particulate matter (PM)	Kg	220.68	
Persistent organic pollutants (POP)	Kg	-	
Volatile organic compounds (VOC)	Kg	-	
Hazardous air pollutants (HAP)	Kg	-	
CO	Kg	3089.45	

Note:The non-GHG emissions have been calculated on the basis of emissions from diesel consumption for emergency power. The conversion factors used are estimated emission factors.

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.

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1243.57	175.88
Total Scope 2 emissions (break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	6846.16	6,645.42
Total Scope 1 and Scope 2 emissions per rupee of turnover (total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent per Million rupee of turnover	0.0953	0.1090
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2e per Million $	1.9432	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Certain comparative figures for the previous reporting period may not be directly comparable, as FY2025-26 disclosures are based on enhanced data governance processes and actual operational data, reflecting improvements in data capture and reporting methodology.

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.

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

Sl. No.	Project Name	CO_2 Emission (tCO_2eg/Year)
1.	Solar Power Plant	**5.6**
2	Energy Efficient LED lighting across all outlets	**54**
3	Variable Refrigerant Volume HVAC System	**90**

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)	218.71	21.315
E-waste (B)	0	1.802
Bio-medical waste (C)	0	-
Construction and demolition waste (D)	55.91	-
Battery waste (E)	0.084	-
Radioactive waste (F)	0	-
Other hazardous waste. Please specify, if any. (G)	0	-
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	507.76 (general solid waste)	Food waste - 2.53 unsorted waste from manufacturing locations (plastic bottles, paper, paper plates, plastic packets, paper cup) - 0.84
Total (A + B + C + D + E + F + G + H)	782.46	26.49
Waste intensity per rupee of turnover (total waste generated / Revenue from operations)	0.009282 metric tonnes per million ₹	0.00042 metric tonnes per million ₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.18935 metric tonnes per million $	0.00863 metric tonnes per million $
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Recycled	218.80	0
(ii) Reused	0	0
(iii) Other recovery operations	0	0
Total	218.80	**0**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0
(ii) Landfilling	565.17	23.84
(iii) Other disposal operations	0.00	
Total	565.17	23.84

Note:The construction waste has been generated during the renovation conducted in few stores. The estimation is based on the guidelines from Technology Information, Forecasting and Assessment Council (TIFAC) based on the area of the stores. Further, certain comparative figures for the previous reporting period may not be directly comparable, as the current year's disclosures are based on enhanced data governance processes and actual operational data, reflecting improvements in data capture and reporting methodology.

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.

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

The organisation has implemented responsible waste management practices across its manufacturing units and retail stores to minimise environmental impact and ensure compliance with applicable regulatory requirements. At the manufacturing facilities, waste is segregated into wet and dry categories. Dry waste is disposed of daily through municipal collection systems. No e-waste has been generated in the current financial year. Battery waste has been returned as per buy-back scheme while purchasing the new batteries.

At the retail stores, dry waste such as plastic, paper, and carton materials is collected and disposed of through local municipal authorities. The Company also emphasises the use of safe and non-toxic materials in its operations and continues to explore environmentally friendly alternatives to reduce the use of hazardous substances.

Waste Management information

- Paper waste reduced using PAZO app - 767.6 kg
- Total no. of non-woven bag reduced using jute and paper bags - 49050 numbers
- Reduced plastic waste by avoiding PET bottle - 1350.3 kg

11. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sl. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
(There are no operations/ sites in /around ecologically sensitive areas. - Not applicable)			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant weblink
(No Environmental impact assessments undertaken- 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, and Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes/No: Yes

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

Leadership Indicators

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

As per a recent assessment report released by Central Ground Water Authority (CGWA) in 2023, none of the Company's plant stores are located in water stress areas. Thus, the disclosure is not applicable.

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

(i) **Name of the area:** Not applicable
(ii) **Nature of operations:** Not applicable
(iii) **Water withdrawal, consumption, and discharge in the following format:** Not applicable

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3**, if available)	Metric tonnes of CO_2 equivalent	Not calculated	Not calculated
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

An independent sustainability advisory firm has been appointed to support the enhancement of the organisation's sustainability management system, implementation processes, and data traceability.

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

   The biodiversity is not impacted directly or indirectly by the Company's activities. Hence, not applicable.

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:**

Sr. No	Initiative undertaken	Outcome of the initiative
1	Reduced usage of Non-Woven Bags reflecting gradual transition towards sustainable packaging alternatives.	Plastic reduced by 26.81%
2	Usage of Botua-Cloth bags reduced marginally by 3.67%, while continuing adoption of reusable sustainable packaging materials.	Botua-Cloth bags reduced marginally by 3.67%
3	Usage of Jute Bags replacing plastic bags	Usage of Jute Bags increased by 39.54%
4	Usage of Paper Bags increased by 6.02%, replacing plastic	Usage of Paper Bags increased by 6.02%
5	Reduced consumption of pouch-cloth through controlled and optimised utilisation practices	Pouch-Cloth reduced by 68.75%
6	Replace plastic bottles with glass and filtered water. Replacing Pet bottled water with glass bottles reduces single-use plastic waste, promotes recyclability, encourages sustainable consumption, and strengthens brand credibility—supporting environmental responsibility, social well-being, and ESG compliance.	72 bottles (6 per store), glasses: 144 glasses (12 per store) replacing PET bottled water with glass bottles reduces single-use plastic waste
7	Go Digital instead of paper usage with App introduction.	* Reduction of 38 register books usage per year from each store. * Environmental: 767 kg paper saved = ~13 trees conserved.
8	Reduction in water waste at stores. Installing push taps and water meters at stores reduces water wastage, enables measurable conservation, and strengthens sustainability compliance	Saves significant water by preventing excess flow and wastage. Encourages employees and customers to adopt water-saving habits.
9	Diesel consumption reduction and GHG and non-GHG gas emissions through better efficiency. Train staff on efficient usage of store electricity during DG runtime (switch off non-essential loads). * Track carbon footprint from DG diesel use.	Reduces GHG and non-GHG gas emissions
10	Reuse of wastewater from water purifier	1,93,485 litre

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

No

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

No significant adverse impact has been recorded.

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

No value chain partners were assessed for environmental impact.

8. How many Green Credits have been generated or procured: a. By the listed entity b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners?

No Green Credits generated or procured by the entity.

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.

The Company has affiliations with 9 trade and industry chambers / associations.

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Responsible Jewellery Council	International
2	The Gem & Jewellery Export Promotion Council (GJEPC)	National
3	Indian Chamber of Commerce	National
4	Bengal Chamber of Commerce and Industry	State
5	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
6	The Indo-American Chamber of Commerce	International
7	The Indo-Italian Chamber of Commerce and Industry	International
8	INDIA BULLION AND JEWELLERS ASSOCIATION LIMITED	National
9	National Gem and Jewellery Council of India	National

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

The Company has not engaged in any anti-competitive conduct.

Leadership Indicators

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

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

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
(No projects which require Social Impact Assessment- Not Applicable)					

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

Sl. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
(No projects which require Rehabilitation and Resettlement - Not Applicable)						

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

Community grievances can be reported through various channels like phone, letter, direct visit to the Company, emails, etc. Community grievances are also identified and recorded through interactions with community members during the implementation of CSR activities.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs / small producers	26.00%	22.00%
Directly from within India	99.95%	97.44%

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

Location	FY 2025-26	FY 2024-25
Rural	0.00%	2.05%
Semi-Urban	3.00%	4.48%
Urban	23.00%	36.51%
Metropolitan	74.00%	56.77%

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

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):

Details of negative social impact identified	Corrective action taken
Not applicable	

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

Sl. No.	State	Aspirational District	Amount spent (in ₹)
No CSR projects were undertaken by the Company in designated aspirational districts.			

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

No, the Company does not have a preferential procurement policy.

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

Sl. No.	Intellectual property based on traditional knowledge (IPR)	Owned / Acquired (Yes/No)	Benefits shared (Yes/No)	Basis of calculating benefit share
1	Nil			

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

Name of authority	Brief of the case	Corrective action taken
No		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	**Education Project and Initiatives:** **PROJECT KISHALAY** **Project Objective:** A humble initiative to support education (construction of school building, Power Breakfast for children, educator support & digital education) of the underprivileged children in remote rural areas and semi-urban areas primarily in the districts of West Bengal. **Project Activity:** Establishment of learning centres for basic education; conducting skill-building workshops (e.g., handicrafts, basic vocational skills); distribution of study materials, uniforms, and essential supplies; organising health check-up camps and awareness sessions; mentorship and guidance programmes for students.	1,500	100.00%
2	**Education Project and Initiatives:** **PROJECT SHIVSWAY** **Project Objective:** Strengthened industry-academia collaboration; created entry-level employment opportunities; build future retail talent pipeline - Fast Track 500, a 3-month comprehensive training project proposed to prepare candidates for retail interviews and make them industry ready. **Project Activity:** Implementation of skill development, livelihood generation, financial literacy, and capacity-building initiatives to empower women and promote sustainable income opportunities.	350	100.00%
3	**Medical Project and Initiative:** **PRABHAT DIAGNOSTIC** **Project Objective**: The primary objective of the initiative is to enhance access to affordable and quality diagnostic healthcare services for underserved and economically weaker communities. The project focuses on early detection, preventive healthcare, and timely medical intervention to improve overall community health outcomes. **Project Activity:** The initiative undertakes a comprehensive set of healthcare interventions aimed at improving access to diagnostic services and promoting preventive healthcare across underserved communities.	5,967	100.00%

<table>
<tr><th>Sl. No.</th><th>CSR Project</th><th>No. of persons benefitted from CSR projects</th><th>% of beneficiaries from vulnerable and marginalised groups</th></tr>
<tr><td>4.</td><td>Ensuring Environmental Sustainability and Ecological Balances: [RG1]
GREEN FLAME: (INSTALLATION OF IMPROVED COOK STOVE)
Project Objective: The Green Flame Project is a social and environmental initiative focused on reducing indoor air pollution in rural and marginalised communities through the installation of Improved Cook Stoves (Domestic Type) and Improved Community Cook Stoves across different districts of West Bengal.
Project Activity: The project is implemented in partnership with implementing associate, with technical validation and certification from the School of Energy Studies, Jadavpur University. The improved chulhas provide:
• Thermal efficiency: 23.08%
• Power rating: 1.33 KW
• Reduced smoke emission
• Improved fuel efficiency
• Safer cooking environment for women and children
The initiative strongly aligns with:
• Rural health improvement
• Women empowerment
• Environmental sustainability</td><td>2,700
Cook Stove
Direct: 700
Indirect: 2,000</td><td>100.00%</td></tr>
<tr><td>5</td><td>PROJECT SWARNA SUNDARI
Primary Objective: The Swarno Sundari Mangrove Restoration Project, implemented in the Sundarbans region of West Bengal through a local implementing agency under the jurisdiction of the Gram Panchayat of North 24 Parganas, represents a significant nature-based climate solution initiative. The project has rehabilitated approximately 20,000 mangrove saplings comprising multiple native species across 1.3 hectares of degraded coastal land stretching over 0.8 km, in the riverbank of Kalindi and Raimangal of Kalitala and Gobindakati Gram Panchayat, Hingalganj block, adjacent to Su Project target and outcome:
1. Restoration of biodiversity
2. Prevention of natural calamities
3. Source of income generation
4. Reduction of carbon footprints (a mangrove tree reduces 300 kilos of carbon dioxide)
5. Ecological benefits are equal to society's benefit: fertile soil, increase of fishing and sale of forest products and water salinity will decrease.
Number of villagers involved in seed-banking and plantation:
Three hundred sixty (360) families of Kalitala and Gobindakati Gram Panchayat, Hingalganj block, Sundarbans, 24 Parganas (North), West Bengal</td><td>2,000+ heads</td><td>100.00%</td></tr>
</table>

Sl. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
6.	**PROJECT SUKHER GRAM - IN ASSOCIATION WITH SUKHER CHADOR**. • Tribal Village Development Initiative at Dakdahi Village, Gopiballavpur, Jhargram, Sukher Gram. **Key Interventions**: **Clean Energy & Health (Green Flame Project)** • 30 improved Chullahs (cook stoves) installed in 30 households • Community Chullah installed at Sukher Pathshala **Education Support** • Support to Sukher Pathshala serving 65 pre-primary and primary students with 6 teachers • Provision of power breakfast, educational kits, and educators' support **Women Empowerment** • 10 Sewing Machines provided to mothers of enrolled students • Sewing skill training facilitated for village women	30 households	100.00%

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.**

Customer Engagement and Support Mechanisms

Customers can reach out through various channels, including:

- **Phone and Email Support:** Dedicated helplines and customer care email addresses enable easy access to assistance. Customers can connect directly with support personnel for prompt resolution of their queries and concerns.
- **Live Chat and Chatbot Services:** Real-time support is made available through the Company's official website. Customers may engage with both human representatives and automated chatbots for guidance and issue resolution.
- **Contact Us Portal:** Customers have the option to submit queries and complaints via the official contact portal at https://sencogold.com/contact-us, ensuring that their issues are formally recorded and tracked for timely responses.

Online Feedback and Analytics Tools

Following a purchase, customers are encouraged to share their experiences through post-purchase surveys and online feedback forms. These channels enable the Company to gather valuable insights into customer satisfaction, preferences, and expectations, helping drive continuous improvements in its products and services.

Additionally, mechanisms such as Customer Satisfaction (CSAT) is used to evaluate overall satisfaction and service performance. These tools enable the business to gauge customer sentiment and make data-driven enhancements.

Social Media Engagement

Customer concerns are actively monitored and addressed across platforms such as Facebook, Instagram, and LinkedIn. Dedicated customer service representatives ensure timely responses to direct messages and comments, thereby fostering a responsive and accessible brand presence online.

Self-Service Resources

Customers benefit from a structured FAQ section, troubleshooting guides, and chatbot-assisted help available online. These resources empower users to resolve basic queries independently, while also providing escalation options for more complex issues requiring support personnel intervention.

In-Store Support Desks

All Senco Gold retail outlets feature service desks where customers can report issues, share suggestions, or seek assistance in person. This allows for immediate, face-to-face support and personalised service experiences.

Complaint Management and Tracking

An integrated Customer Relationship Management (CRM) system is employed to ensure that all complaints are logged, tracked, and managed efficiently. The system also enables data analysis to identify recurring issues and inform service enhancements.

Escalation Matrix and Service Level Agreements (SLAs)

In cases where issues are not resolved at the first level, a clearly defined escalation matrix allows customers to approach senior management for further assistance. Service Level Agreements (SLAs) are in place to guarantee that issues are addressed and resolved within specified timelines, promoting accountability and customer trust.

Follow-up and Feedback Loop

Upon receipt of a complaint, customers receive immediate acknowledgement. Throughout the resolution process, they are kept informed of progress. After resolution, follow-ups are conducted to confirm satisfaction and collect feedback regarding their overall experience.

Legal and Public Platforms

Senco Gold Limited actively monitors feedback and grievances posted on public platforms, including Google Reviews. This allows the Company to address concerns raised in public forums and maintain its reputation.

Customers also retain the option to escalate unresolved issues through consumer protection channels as per applicable regulations, ensuring their rights are safeguarded.

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

All the products of the Company contain pertinent information as mandated by relevant laws.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	0.00%

3. Number of consumer complaints in respect to the followings:

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	0	0	0	NA
Advertising	0	0	0	0	0	NA
Cyber-security	0	0	0	0	0	NA
Delivery of essential services	0	0	0	0	0	NA
Restrictive Trade Practices	0	0	0	0	0	NA
Unfair Trade Practices	0	0	0	0	0	NA
Other	0	0	0	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework / policy on cybersecurity and risks related to data privacy? (Yes/No) If available, provide a weblink of the policy.

Yes. Senco Gold Limited has implemented a comprehensive framework to manage cybersecurity and data privacy risks. The policy is available internally. The Company is certified with ISO 27001:2022 and PCI DSS SAQ A Ver. 4.0, reflecting its strong commitment to information security.

Senco Gold's privacy policy, detailing its data privacy practices, is available at: https://sencogoldanddiamonds.com/privacy-policy

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

Nil.

7. Provide the following information relating to data breaches:

a. **Number of instances of data breaches along with impact –** Nil
b. **Percentage of data breaches involving personally identifiable information of customers –** Nil
c. **Impact, if any, of the data breaches –** Nil

Leadership Indicators

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

   Senco Gold Limited offers information about its products and services across multiple websites to ensure accessibility and cater to diverse customer preferences.

   These websites showcase jewellery collections: (a) https://sencogold.com/ (b) https://everlite.com/ (c) https://www.mygossip.in/ (d) https://www.sennes.in/ (e) https://sencogoldanddiamonds.com/

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

   Senco Gold Limited is committed to promoting the safe and responsible use of its jewellery products. To this end, the Company has made a comprehensive Jewellery Care Guide available on its official website. This guide offers consumers practical tips and best practices for maintaining and handling jewellery to ensure its longevity and quality. The guide can be accessed here: Jewellery Care Guide.

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

   Senco Gold Limited does not come under essential services. However, it has established formal mechanisms to communicate with consumers regarding any potential risk of disruption or discontinuation of essential services. Key information is made available through the Company's official website, including a dedicated Terms & Conditions (T&C) page that outlines service-related policies, limitations, and scenarios where disruptions may occur. This approach helps ensure that customers are informed in a timely manner and that expectations are managed transparently and effectively.

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.**

   No, only the legally mandated information is provided.

5. **Did your entity carry out any surveys 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, Senco Gold Limited regularly conducts Customer Satisfaction (CSAT) and feedback surveys to gain meaningful insights into customer experiences with its products and services. These surveys play a vital role in identifying areas of improvement, enhancing customer engagement, and refining offerings to better align with customer expectations. An integrated Customer Relationship Management (CRM) system is employed to ensure that all complaints are logged, tracked, and managed efficiently. The system also enables data analysis to identify recurring issues and inform service enhancements.