

ANNEXURE-III**Business Responsibility and Sustainability Reporting (BRSR)****SECTION A: GENERAL DISCLOSURES****I. Details of the Listed Entity**

1	Corporate Identity Number (CIN) of the Listed Entity	L21012PB1980PLC004329
2	Name of the Listed Entity	Satia Industries Limited
3	Year of Incorporation	Date of Incorporation – 26/11/1980
4	Registered Office Address	Village Rupana, Malout-Muktsar Road, Muktsar, Punjab - 152032
5	Corporate Office Address	Village Rupana, Malout-Muktsar Road, Muktsar, Punjab - 152032
6	E-mail	satiapaper@satiagroup.com
7	Telephone	01633-262001,262215, 263585
8	Website	www.satiagroup.com
9	Financial year for which reporting is being done	1 April 2024 to 31 March 2025
10	Name of the Stock Exchange(s) where shares are listed	1). BSE Limited 2). National Stock Exchange of India Limited
11	Paid-up Capital	10 Crores
12	Name and Contact details (Telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Name - Mr. Rakesh Kumar Dhuria (Company Secretary) Contact Details: - Telephone - 01633-262001,262215, 263585 Email ID- satia.secretarial@satiagroup.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Satia Industries Limited is reporting on standalone basis.
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/Services**16. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business	% of Turnover of the Entity
1.	Paper division	Manufacturing of writing and printing paper	98.52%

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

S. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1.	Manufacturing of writing and printing paper	1701	98.52%

Satia Industries Limited is a frontrunner in sustainable paper manufacturing, offering a diverse range of high-quality writing and printing papers. With integrated, eco-efficient operations and agro-based sourcing, SIL serves both domestic and global markets. The company remains committed to excellence, innovation, and environmental stewardship.

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	1	4	5
International	0	0	0

19. Market served by the entity:**a. No. of Locations**

Locations	Number
National (States and Union Territories)	20
International (No. of Countries)	5

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

The total turnover of the entity for the period 1 April 2024 to 31 March 2025 is 1,51,198.69 Lakhs (Previous Year 1,72,078.30 Lakhs) and a significant part i.e. approximately 5.16% is covered by export.

Satia Industries Limited has steadily built a reputable and resilient export presence, delivering precision-engineered Writing and Printing Paper to discerning markets across the globe. Flagship products such as Super Snow-White Paper, Map-Litho Paper and Copier Paper are recognised internationally for their exceptional brightness, uniformity, and print adaptability, making SIL a preferred partner for global buyers.

Driven by a philosophy of quality without compromise and underpinned by a strong ethos of sustainability, SIL continues to meet and exceed the demanding specifications of international clients. Its expanding footprint across key export geographies reflects not only product excellence, but also the company's unwavering commitment to responsible trade, consistent performance and building enduring global partnerships.

c. A brief on types of customers

We cater to a wide and diverse customer base, including educational institutions, publishers, corporate organizations, printing houses, government agencies, export markets and the food service industry. Our premium paper products support a variety of applications, from textbooks and publications to office stationery, commercial printing and official documentation. This extensive clientele underscores our versatility, commitment to quality and strong presence across both domestic and international markets.

IV. Employees**20. Details as at the end of Financial Year:**

a. Employees and workers (including differently abled):

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	648	634	97.83	14	2.16
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	648	634	97.83	14	2.16
WORKERS						
4	Permanent (F)	1991	1988	99.84	3	0.15
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F+ G)	1991	1988	99.84	3	0.15

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100	0	0
2	Other than Permanent(E)	0	0	0	0	0
3	Total Differently abled Employees (D+E)	2	2	100	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	5	5	100	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled Workers (F+ G)	5	5	100	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9.09%
Key Management Personnel (other than BOD)	2	0	0%

22. Turnover rate for permanent employees and workers (Disclose trend for the past 3 years)

	FY 2024-2025 (Turnover rate in Current FY)			FY 2023-2024 (Turnover rate in previous FY)			FY2022-2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.07	30.00	16.01	14.68	0.00	14.16	13.37	5.88	13.14
Permanent Workers	12.41	0.00	12.39	11.05	0.00	11.03	10.01	0.00	9.99

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

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

Not applicable since the Company doesn't have any holding/subsidiary/associate companies/joint ventures.

VI. CSR Detail

24. Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)- Yes

Particulars	Amount in Lakhs
Turnover	INR 1,51,198.69
Net worth	INR 1,04,872.10

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025			FY 2023-2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The company has a formal grievances redressal mechanism to address concerns from the communities.	0	0	-	0	0	-
Investors (Others than Shareholders)	Yes, The company keeps track of grievances received from members and the same are addressed promptly	0	0	-	0	0	-
Shareholders	Yes, The Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI - Listing Regulations.	0	0	-	0	0	-
Employees and Workers	Yes, the company has HR Policy in place that addresses various aspects, including a grievance redressal mechanism for both employees and workers.	0	0	-	0	0	-
Customers	Yes, company has in place customer grievance mechanism to resolve the grievance of its customers and ensure best level of customer satisfaction.	32	0	All complaints resolved	28	0	All complaints resolved
Value Chain Partners	Yes, the company has designated person to address grievances and ensure real-time	0	0	-	0	0	-

Refer the Link for related policies: <https://www.satiagroup.com/companys-policy/>

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

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
1.	Emergence of New technologies	Risk	New and emerging technologies could render traditional paper manufacturing process obsolete. Competitors adopting advance technologies could gain a competitive edge.	Invest in research and development to stay at the forefront of technological advancements. Adopt new technologies to enhance production efficiency and reduce costs. Continuous training for workforce to handle new technologies.	Positive: Initial capital expenditure but potential long-term savings and improved competitiveness.
2.	Transition to Renewable Energy	Opportunity	Energy costs and carbon emissions are pivotal in the paper industry. Transitioning to renewable energy enhances energy security, lowers operational costs, and aligns with national decarbonization goals.	Proactive investments in biomass-based energy, solar power installations at plant locations, and energy efficiency audits to optimize consumption. Monitoring of energy KPIs tied to leadership performance.	Positive: Lower power bills and carbon tax exposure. Improved ESG ratings boost access to green finance.
3.	Raw material (wood)	Risk	Wood is a critical raw material in paper manufacturing. Dependence on external supply chains makes the company vulnerable to price volatility, deforestation concerns, and supply disruptions. Ensuring a reliable and sustainable wood source is vital for operational continuity and environmental stewardship.	Satia Industries Limited has strengthened raw material security by increasing in-house wood harvesting, thereby reducing reliance on third-party suppliers and improving quality control. The company has also built long-term partnerships with farmers through assured buy-back schemes and competitive pricing, making it a preferred sourcing partner.	Positive: <ul style="list-style-type: none"> Strengthened supplier relationships and secured raw material availability. Enhances brand reputation among ESG-conscious stakeholders. Negative: <ul style="list-style-type: none"> Initial investment in farmer support schemes and plantation development.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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://www.satiagroup.com/companys-policy/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Satia Industries Limited's manufacturing operations are underpinned by robust Environment, Health, and Safety (EHS) frameworks, complemented by comprehensive quality and environmental management systems. These systems are meticulously aligned with globally recognised standards — including ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health & Safety) ensuring a culture of operational excellence, regulatory compliance, and proactive risk mitigation.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has replaced its conventional boiler with a multi-fuel boiler, utilizing rice straw for fuel generation. This initiative has significantly reduced rice straw burning by farmers, contributing to a decrease in stubble burning within a 100 km radius of the plant. The company is committed to continuing efforts in this direction and will implement additional measures to further reduce emissions.								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are deeply committed to achieving our Environmental, Social, and Governance (ESG) objectives and believe that consistent monitoring and proactive management are essential to this commitment. To ensure meaningful progress, we have established a comprehensive governance framework that oversees the implementation and advancement of our ESG initiatives.
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Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:

Please refer 'Chairman cum Managing Director's Message' on pages 4 of the Annual Report FY 2024-2025.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy.	Name	Mr. Rajinder Kumar Bhandari	
	Designation	Joint Managing Director	
	DIN	00732588	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The CSR Committee oversees the implementation of the policy, ensuring alignment with our sustainability goals and objectives. Composition of committee is as follow:		
	Sr. No.	Name	Designation
	1	Sh. A.C. Ahuja*	Chairman (ID)
	2	Sh. R.K. Bhandari	Joint MD
	3	Sh. Chirag Satia	ED
	4	Sh. Ashok Kumar Gupta **	Chairman (ID)
	*Sh. A.C. Ahuja ,Chairman (ID) has retired form office w.e.f. 01-10-2024 due to completed of his second term of five year.		
	** Sh. Ashok Kumar Gupta, Chairman (ID) was appointed as Chairman of the CSR Committee w.e.f. 01-10-2024.		
	The company has a dedicated team to oversee sustainability related issues, ensuring that all environmental and social responsibilities are effectively managed.		
	Composition of Business Responsibility & Sustainability Team		
Sr. No.	NAME	DESIGNATION	
1	S. Madhukar Rao	SR G.M - (R&D- QC)	
2	Anil Garg	(DGM) -Account and Finance	
3	Parveen Kumar Joshi	Sr GM (Electrical)	
4	Arun Kumar Goel*	Sr. GM- (HR)	
5	Rakesh Kumar Dhuria	(Company Secretary)	
*Arun Kumar Goel (Sr. GM- HR) joined office w.e.f. 18 th Nov. 2024 Ajay Kumar Gulati ceased from office w.e.f. 14 th Feb, 2025			

10. Details of Review of NGRBCs by The Company:

Subjects 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)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Company regularly conducts internal audits and assessments to ensure adherence to its established policies and procedures.									The policies are reviewed quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is committed to full compliance with all statutory requirements and takes prompt corrective action whenever any non-compliance is identified. To support this commitment, it has established robust controls and checks within its daily operations to proactively prevent potential compliance issues.									The compliances are checked quarterly. And policies are updated as and when required								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).If yes, provide name of the agency.	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
	The Company has not carried out an independent audit /evaluation of the working of the policies by an internal or external agency as of now. However, our internal control procedures ensure periodic assessment of our operations to verify compliance to our policies and applicable regulations.								

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the principles material to its business (Yes/No)	N/A								
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: PRINCIPAL WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS- IMPORTANCE TO INVESTORS



1. Percentage coverage by training and awareness programs on any of the principles during the year

Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Board of Directors	4 (As a part of Board Meetings)	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered includes: 1) Corporate Governance 2) Companies Act and rules 3) SEBI Regulations	100%
Key Managerial Personnel			
Employees other than BOD and KMPs	285	Our employees receive multiple training throughout the year on topics such as – Health and Safety Trainings, Anti-corruption and bribery topics, Prevention of Sexual harassment topics, Energy efficiency etc.	>90%
Workers	285	Our workers receive multiple training throughout the year on topics such as – Health and Safety Trainings, Anti-corruption and bribery topics, Prevention of Sexual harassment topics	>90%

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

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

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

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

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

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

The Company upholds a strict 'zero tolerance' policy towards corruption, bribery and the giving or receiving of bribes. This policy is designed to guide all directors, executives, employees and associated persons in ensuring compliance with applicable anti-bribery laws, rules and regulations. It applies to individuals at all levels and grades, including Board members, senior managerial personnel, employees, consultants, interns, contractors, agency staff, agents and any other individuals acting on behalf of the Company.

Refer following link for accessing Code of conducts which contains anti-bribery clause <https://www.satiagroup.com/companys-policy/>

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints related to issues of Interest of the Directors	-	-	-	-
Number of complaints related to issues of Interest of the KMPs	-	-	-	-

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

Not applicable, as the Company has not undergone any such instances.

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts payables	19	14

9. Open-ness of business- Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	37.28%	36.83%
	b. Number of trading houses where purchases are made from	232	337
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	48.63%	38.84%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	43.92%	39.81%
	b. Number of dealers / distributors to whom sales are made	99	91
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	53.26%	44.27%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.23%	0.06%
	b. Sales (Sales to related parties / Total Sales)	1.03%	1.27%
	c. Investments (Investments in related parties / Total Investments made)	-	-
	d. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

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

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

At Satia Industries, ethical governance is reinforced through a well-defined and rigorously implemented framework for managing disclosures and conflicts of interest at both the Board and Senior Management levels. Each Director is required to formally disclose any personal, professional, or financial interests in other entities or associations such as companies, firms, or advisory roles on an annual basis or whenever changes occur. These disclosures include both direct and indirect shareholdings, ensuring full transparency.

In accordance with the Company’s Code of Conduct, Directors reaffirm their commitment to act exclusively in the best interests of the organization, avoiding any activities that could compromise their objectivity or create a perceived conflict. At the operational level, senior management personnel regularly submit affirmations confirming the absence of any transactions or relationships that might conflict with their fiduciary duties.

During Board and Committee meetings, Directors who may have a potential conflict of interest recuse themselves from discussions and voting to uphold the integrity of the decision-making process. This disciplined approach underscores Satia’s unwavering commitment to ethical leadership, responsible governance and maintaining the trust and confidence of all stakeholders.

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



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of Improvements in Environmental and social impacts
R&D	-	-	-
Capex	15.44%	35.74%	The capital expenditure pertains to the multifuel boiler, paper cutlery, and other related investments.

At Satia Industries Limited, environmental and social considerations are intrinsically embedded into product development and process innovation. R&D investments inherently cover risk mitigation and sustainability-driven enhancements, making these costs inseparable from the core innovation cycle. This integrated approach ensures that every advancement aligns with long-term value creation and responsible growth.

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

Yes, Satia Industries Limited partners with raw material vendors who demonstrate a strong commitment to ethical labour practices, environmental stewardship, and operational safety. By embedding these expectations into its sourcing philosophy, the Company cultivates a resilient, transparent and values-driven supply chain. This approach not only strengthens supplier relationships but also amplifies Satia's broader vision of inclusive growth and sustainable value creation.

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

Yes, The Company's business model is deeply rooted in an agro-based economy, thereby contributing to the prosperity of farmers. A significant portion of the resources utilized in our manufacturing process are sustainably sourced. We aim to collaborate with raw material suppliers who adhere to applicable environmental and labour regulations. Furthermore, we actively encourage our vendors to uphold responsible business practices, including the prevention of environmental pollution, prohibition of child and forced labour, and the implementation of adequate workplace safety measures. To reduce transportation-related greenhouse gas (GHG) emissions, most of our raw material vendors are strategically located near our manufacturing facilities. In fact, a substantial portion of our key raw materials is procured from within a 150-kilometre radius of the plant.

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

The Company does not produce any specific products requiring end-of-life reclamation and does not generate plastic waste. E-waste is responsibly disposed of through authorized recyclers for appropriate end use, while hazardous waste is handed over to authorized recyclers for use in cardboard manufacturing.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is not applicable to the company.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent External agency (Yes/No)	Results communicated In public domain (Yes/No) If yes, provide the web-link.
No, Company has not conducted life cycle perspective/assessments for any of its products					

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
NA		

3. Percentage of recycled or reused input material to total material 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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
	NA	

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:

We are not undertaking reclamation of our products as they have a long lifespan

	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Re-used	Re-cycled	Safely Disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Not applicable					
E-waste						
Hazardous Waste						
Other Waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
We are not undertaking reclamation of our products as they have a long lifespan	

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

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS



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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	634	634	100	634	100	0	0	0	0	634	100
Female	14	14	100	14	100	14	100	0	0	14	100
Total	648	648	100	648	100	14	100	0	0	648	100
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1998	1988	100	1988	100	0	0	0	0	1988	100
Female	3	3	100	3	100	3	100	0	0	3	100
Total	1991	1991	100	1991	100	3	100	0	0	1991	100
Other than Permanent Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of The Company*	0.19%	0.16 %

*The percentage mentioned above has been calculated from calculations that specifically encompass expenditures on Insurance Policies and Premium Paid. Salary expenses have been excluded from these calculations.

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

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	91	98	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	28	70	Yes	30	75	Yes
Labour welfare fund	72	30	Yes	70	25	Yes

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.

The Company is steadfast in its commitment to fostering an inclusive and accessible work environment for all employees. Our facilities and offices are thoughtfully designed to accommodate the needs of differently-abled individuals. The management remains dedicated to continually enhancing infrastructure, ensuring the removal of any barriers to accessibility. This ongoing effort reflects our broader commitment to creating an empowering environment where all employees can thrive.

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

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. The Company is fully committed to providing equal opportunities to all employees and eligible candidates for employment. This commitment is reinforced by our Zero Tolerance Policy on discrimination, which unequivocally prohibits any form of discrimination, including on the grounds of disability. This policy can be accessed through the link <https://www.satiagroup.com/companys-policy/>

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

During the year no one went on parental leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

The Company places the highest importance on cultivating a work environment grounded in mutual respect, fairness, and transparency. To that end, a robust grievance redressal framework is in place, ensuring that employees and workmen have a trusted and confidential avenue to express concerns and seek resolution.

As part of our employee-first approach, individuals are encouraged to initially engage in open dialogue with their immediate supervisors to address concerns at the grassroots level. Should the issue remain unresolved, a formal mechanism anchored by the Grievance Management Committee is available to ensure impartial evaluation and timely resolution of reported matters. This structured process reinforces our commitment to equitable treatment and sustained workplace harmony.

Complementing this, the Company's Whistleblower Policy serves as a critical pillar of our ethical governance structure. It enables employees to confidentially report suspected misconduct, unethical behavior, financial irregularities, or any potential breach that could compromise regulatory compliance or the Company's integrity. All disclosures are handled with the highest degree of discretion, and the policy explicitly safeguards whistleblowers

against any form of retaliation.

Together, these frameworks reflect the Company's unwavering dedication to maintaining the highest standards of corporate ethics, accountability, and employee well-being.

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union. (B)	% (B/A)	Total employees/Workers in respective category (C)	No. of employees /Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	648	0	0	659	0	0
Male	634	0	0	639	0	0
Female	14	0	0	20	0	0
Total Permanent Workers	1991	0	0	1947	0	0
Male	1988	0	0	1944	0	0
Female	3	0	0	3	0	0

Employees and workers are not members of any association(s) or Unions.

8. Details of training given to employees and workers:

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year				
	Total (A)	On Health and Safety		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	634	634	100	6	0.94	639	639	100	37	5.79
Female	14	14	100	0	0	20	20	100	0	0.00
Total	648	648	100	6	0.94	659	659	100	37	5.61
Workers										
Male	1988	1988	100	21	1.05	1944	1944	100	155	7.97
Female	3	3	100	0	0	3	3	100	0	0.00
Total	1991	1991	100	21	1.05	1947	1947	100	155	7.97

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total(C)	No.(D)	% (D/C)

Employees						
Male	634	634	100	639	639	100
Female	14	14	100	20	20	100
Total	648	648	100	659	659	100
Workers (Permanent Workers only)						
Male	1988	1988	100	1944	1944	100
Female	3	3	100	3	3	100
Total	1991	1991	100	1947	1947	100

The Company conducts annual performance and growth dialogues with all employees, offering structured feedback to support their professional development and advancement.

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?

At the core of the Company's operational philosophy is an unwavering commitment to protecting the health, safety, and dignity of every member of its workforce. Backed by a fully integrated Occupational Health and Safety Management System, certified under ISO 45001:2018, this framework ensures complete coverage—extending across all employees and contractual workers, without exception.

Specialized safety committees, meticulously structured across distinct operational zones, act as vigilant stewards of on-ground implementation. These efforts are further reinforced through comprehensive On-site and Off-site Emergency Response Plans, designed to enable swift, coordinated, and effective action in times of crisis.

What truly sets the Company apart is its holistic approach to workplace safety—where compliance evolves into culture. Through targeted behavioural transformation programmes, safety becomes an intrinsic value rather than a mandated protocol. It is this collective mindset that nurtures a workplace where individuals not only feel safe but are inspired to champion the well-being of one another—making safety a shared responsibility and a lived value across the organisation.

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

The Company places paramount importance on the safety and well-being of its workforce, embedding it as a core element of operational integrity. A specialised in-house Safety Department led by experienced professionals oversees the implementation of comprehensive safety protocols across all facilities. To ensure localised ownership and sharper focus, the plant is systematically segmented, with designated safety officers accountable for each zone.

Risk management is deeply integrated into our operational fabric, particularly in areas involving complex processes and the handling of hazardous substances. A structured, site-specific risk assessment mechanism is in place, employing both qualitative insights and quantitative evaluations. These assessments are regularly reviewed, with focused mitigation strategies designed for high-exposure areas. The framework encompasses clear role allocations, active monitoring, competency enhancement, and ongoing awareness-building among personnel involved in sensitive operations.

Routine safety inspections form a critical feedback loop in our system. Employees are actively encouraged to report unsafe conditions, behaviours, or near-miss incidents without hesitation. These reports are addressed swiftly by safety committees to ensure timely corrective actions reinforcing a culture of vigilance, responsiveness, and shared accountability. For the Company, safety is not just a compliance mandate; it is a day-to-day commitment to protect its people and preserve operational continuity.

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

The Company is steadfast in its commitment to creating a safety-first culture where every employee actively contributes to risk identification and mitigation. Employees are empowered to report near-miss incidents, which are promptly analyzed to uncover root causes and implement corrective actions. With clearly defined procedures at every site for reporting work-related hazards, injuries, and unsafe conditions, the Company ensures that safety concerns are addressed with agility and precision.

A comprehensive risk management framework is in place, incorporating continuous monitoring and feedback mechanisms to address hazards effectively. Regular safety training equips employees with the skills to recognize potential risks, fostering a proactive approach to workplace safety.

In promoting a transparent safety culture, employees are encouraged to engage in open dialogues, share insights, and collaborate on safety enhancements. Moreover, every worker undergoes a mandatory safety briefing before undertaking any tasks, ensuring they are fully informed of potential risks. All reported hazards are swiftly addressed by the Safety Committee, reflecting the Company's unwavering commitment to safeguarding its workforce and aligning with the principles of ESG and BRSR standards.

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

The Company remains committed to the health and well-being of its employees and workforce, offering a range of medical and wellness services to support their non-occupational health needs. These services are accessible to both employees and workers, ensuring comprehensive care is available for all.

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

Safety Incident / Number	Category	FY 2024-2025		FY 2023-2024	
		Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.6	0.17		
	Workers	0.2	1.40		
Total recordable work-related injuries	Employees	1	1		
	Workers	1	8		
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. Number of Complaints on the following made by employees and workers:

	FY 2024-2025			FY 2023-2024		
	Current Financial Year			Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

13. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Condition	100%

14. 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.

The Company maintains a proactive approach to internal audits at both the Divisional and Corporate levels, conducted periodically to ensure compliance with safety standards. As no significant incidents have occurred, no corrective or preventive measures have been required.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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).

The Company remains committed to the welfare of its workforce and upholds all statutory obligations with the utmost diligence, ensuring timely and complete disbursement of all mandated payments through stringent internal audits and controls. In the rare and unfortunate event of an employee's demise, the Company extends compassionate financial assistance to support the bereaved family, reflecting its human-centric approach and deep-rooted sense of responsibility.

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

The Company enforces a robust compliance framework to ensure adherence to all applicable legal and statutory requirements. Service agreements clearly define the obligations of contractors and vendors, particularly concerning timely remittance of statutory dues such as PF, ESI, GST, TDS, and TCS. These are monitored through structured internal audits, compliance checklists and routine reviews by designated internal teams.

Further, the Company holds its value chain partners to high standards of transparency, accountability and regulatory compliance, reinforcing its commitment to responsible business conduct across all operations.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities:

	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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Employees	-	-	-	-
Workers	1	-	1	-

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?

The Company offers structured transition support to employees approaching retirement or experiencing separation, aimed at fostering continued employability and a smooth career transition. These initiatives reflect the Company's commitment to responsible workforce management and long-term employee well-being.

5. Details on assessment of value chain partners (Supply chain partners):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	Our all value chain partners has been following all the health and safety practices and working conditions as per regulations and laws.

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.

During the reporting period, assessments of the Company’s value chain partners did not indicate any material risks or concerns. This reflects the effectiveness of the Company’s due diligence mechanisms and the continued alignment of its partners with established compliance, governance, and ethical standards.

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

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS



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

The Company firmly believes that proactive and structured stakeholder engagement is foundational to achieving sustainable growth and inclusive value creation. In alignment with this, a comprehensive framework has been established to identify, map, and engage with both internal and external stakeholders who are either impacted by or contribute to the Company’s value creation process.

Stakeholder groups including employees, shareholders, customers, suppliers, regulators, lenders, media and community members are engaged through tailored mechanisms such as feedback surveys, focused group interactions, plant visits, workshops, and strategic meets. These platforms not only foster mutual trust and transparency but also enable the Company to capture critical insights on emerging expectations, societal and environmental priorities, and regulatory developments.

By acknowledging the distinct priorities of each stakeholder group and responding with accountability, the Company ensures that its engagement practices are not only responsive but also strategic reinforcing a culture of collaboration, resilience, and long-term business responsibility.

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

Stakeholders Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board website), Others	Frequency of engagement (Annually/Half Yearly/Quarterly/Others -Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement

Shareholders and investors	No	Press Releases, email ID for Investor Grievances, Quarterly Results, Annual Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors meets, stock exchange filings and corporate website.	As and when required	To understand their needs and expectations which are material to the Company. Key topics are the company's financial and operational performance.
Media	No	Press Releases, Quarterly Results, Annual Reports, AGM (shareholders interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and achievements, initiatives etc are discussed and reported
Customers	No	Business interactions	As and when required	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
Government and regulatory authorities	No	Written communications, specific meetings with regulatory authorities	As and when required	Understanding and adherence to local governance Seeking clarifications and relaxations Obtaining permissions/licences
Employees	No	i) Circular and messages from corporate and line management ii) Corporate social initiatives iii) Welfare initiatives for employee and their families	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Suppliers/ contractors	No	Regular supplier and dealer meets	As and when required	Need and expectation, schedule, supply chain issue, need for awareness and other training,
Community	Information not available	CSR initiatives	As and when required	Focus on community health and well-being

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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 adopts a strategic and structured stakeholder engagement model, recognizing that sustained value creation is deeply rooted in understanding and addressing the evolving expectations of its stakeholders. These include internal and external entities employees, investors, value chain partners, customers, regulators, and community members whose interests intersect with the Company's operations and impact areas.

Stakeholder interactions are embedded within the Company's functional architecture and are supported by periodic dialogues, performance reviews, and feedback mechanisms. Insights drawn from these engagements are systematically channeled to Senior Management and relevant Board Committees, including the BRSR and CSR Committees, ensuring that material inputs inform governance decisions, ESG strategy, and long-term planning.

This proactive engagement framework not only enhances transparency and accountability but also strengthens stakeholder confidence, mitigates operational and reputational risks, and reinforces the Company's commitment to inclusive, ethical, and sustainable business conduct.

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.

The Company embraces stakeholder engagement as a strategic lever for sustainable value creation. By fostering continuous dialogue across its stakeholder ecosystem, the Company gains nuanced perspectives that inform policy formulation, guide priority-setting, and shape long-term objectives.

Grounded in the principles of relevance, inclusivity, and accountability, this engagement framework enables the Company to proactively identify material concerns and integrate them into its operational and governance architecture. Insights drawn from these interactions are channelled into actionable strategies, ensuring that stakeholder expectations are meaningfully reflected in the Company's sustainability roadmap.

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

There are no identified disadvantaged, vulnerable & marginalized stakeholders.

PRINCIPLE 5 - Businesses should respect and promote human rights.

ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS



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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	648	648	100%	659	659	100%
Other than permanent	-	-	-	-	-	-
Total Employees	648	648	100%	659	659	100%

Workers						
Permanent	1991	1991	100%	1947	1947	100%
Other than permanent	-	-	-	-	-	-
Total Workers	1991	1991	100%	1947	1947	100%

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

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	634	65	10.25	569	89.75	639	62	9.70	577	90.30
Female	14	1	7.15	13	92.85	20	0	0.00	20	100.00
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	1988	711	35.76	1277	64.24	1944	781	40.17	1163	59.83
Female	3	0	0	3	100	3	0	0.00	3	100.00
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. (A) Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ Salary/Wages of respective category	Number	Median remuneration / Salary/Wages of respective category
*Board of Directors (BOD)- Executive Directors (ED)	4	2,42,50,578	0	-
Key Managerial Personnel	2	27,40,675	0	-
Employees other than BOD and KMP	628	4,50,406	14	7,34,400
Workers	1988	2,23,065	3	2,70,994

*Only executive directors are included in the median remuneration calculation of directors.

(B) Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Gross wages paid to females as % of total wages	1.37%	1.75%

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

The Company upholds human rights as a core pillar of its corporate values and governance philosophy. It is committed to fostering a workplace that is equitable, inclusive, and free from any form of discrimination or exploitation. To ensure this, robust policies and frameworks have been institutionalised, encompassing fair labour practices, grievance redressal mechanisms, and safeguards against harassment and discrimination.

Accountability for addressing human rights concerns rests with designated leadership across locations, supported by our Human Resource Department and Grievance Management Committee. The Company also maintains defined protocols to address issues related to workplace conditions, freedom of association, collective bargaining, non-discrimination, and protection against child and forced labour.

Periodic assessments and structured audits reinforce compliance with statutory requirements, including wages, working hours, occupational safety, and leave entitlements. By embedding respect for human rights into its operational ethos, the Company ensures a safe, dignified, and rights-conscious work environment for all stakeholders.

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

The Company is committed to fostering a transparent, accountable, and ethical workplace through well-established grievance redressal and whistleblower mechanisms. An open-door policy is implemented across all locations, encouraging employees to voice concerns or grievances in a constructive and respectful manner. Initial resolutions are pursued through dialogue with reporting managers, while a formal escalation matrix, facilitated by the Human Resources function, ensures that unresolved issues are addressed promptly and impartially.

To further strengthen ethical governance, the Company has adopted a comprehensive Whistleblower Policy, enabling employees and directors to report any actual or suspected unethical practices, fraud, or violations of applicable laws, including the leakage of unpublished price-sensitive information. All concerns are investigated fairly and confidentially, with strict safeguards to protect whistleblowers from retaliation.

These measures collectively reinforce the Company's unwavering commitment to integrity, transparency, and responsible business conduct at all levels of its operations.

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

	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplaces	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-

Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company has implemented a Whistle Blower Policy that encourages employees to report, without fear of retaliation, any wrongful practices, unethical behavior, or non-compliance that could negatively impact the organization, including financial loss or damage to its brand image. Additionally, the Company's Code of Conduct mandates that employees act responsibly and uphold high standards of behavior. Furthermore, Committees for the protection of women at the workplace have been established at every location to safeguard rights, address grievances, conduct investigations, and take appropriate actions.

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

While the Company does not currently embed specific ESG related requirements in contractual agreements with its business partners, it actively advocates for adherence to responsible business conduct and full compliance with applicable legal and regulatory frameworks.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	NA (no child labour has been employed)
Forced/ involuntary labour	NA (no forced labour has been employed)
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

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

As of the reporting period, no material risks or concerns have been formally raised by stakeholders across the value chain. This underscores the Company's proactive stakeholder engagement, transparent governance practices, and strong risk monitoring mechanisms, all of which contribute to a stable and trusted operating environment.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

No complaint received in FY 2024-2025 for human rights violation.

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

In the absence of any reported concerns or violations, no specific due diligence was deemed necessary. However, the Company remains committed to strengthening its governance mechanisms and stands prepared to initiate focused assessments as and when material risks or evolving regulatory requirements arise.

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 Company is committed to fostering an inclusive and accessible work environment. All establishments are designed to be accessible to differently-abled individuals, and the management remains focused on continuously enhancing infrastructure to eliminate physical and systemic barriers. Efforts are ongoing to align workplace accessibility with universal design principles, ensuring equitable participation and ease of access for all employees.

4. Details on assessment of value chain partners:

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

The company has not conducted any formal assessments of value chain partners. The Company expects all value chain partners to adopt responsible business principles and comply with applicable laws and regulations in all their dealings.

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

Not Applicable.

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



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From renewable sources	In TJ	In TJ
Total electricity consumption (A)	1036.89	994.72
Total fuel consumption (B)	6733.16	5817.12
Energy Consumption through other sources (C)	-	-
Total Energy Consumed from renewable sources (A+B+C)	7770.05	6811.84
From non-renewable sources		
Total electricity consumption (D)	12.21	20.98
Total fuel consumption (E)	0.04000	0.04000
Energy Consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	12.25	21.02
Total energy consumed(A+B+C+D+E+F)	7782.29	6832.86
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000000515	0.0000003970
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000000024913	0.0000000174
Energy intensity in terms of physical output (Per MT of output produced)	0.03607	0.031959
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2025 is 20.66, we have applied this exchange rate to compute the adjusted turnover.

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

As of now, the Company has not undergone any external review or third-party evaluation pertaining to its operational performance or regulatory compliance frameworks. However, internal mechanisms remain robust, and the Company remains open to engaging with credible external agencies for future assessments as and when deemed necessary.

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.

The Company is a Designated Consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. In year 2014-15, the target for energy conservation set by Bureau of Energy Efficiency (BEE), Govt. of India was 0.881 MTOE/Ton against which Company achieved 0.820 MTOE/Ton. Similarly in the year 2024-25, Target set by BEE was 0.6151 MTOE/Ton against which Company achieved 0.604 MTOE/Ton.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
Surface Water	53,48,107	58,73,455

Ground Water	-	-
Third Party water	-	-
Seawater/ desalinated water	-	-
Others	-	-
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	53,48,107	58,73,455
Total Volume of water Consumption (in kiloliters)	53,48,107	58,73,455
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.0003537	0.0003413
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00001712	0.00001492
Water intensity in terms of physical output (Per MT of output produced)	24.79	24.47
Water Intensity (Optional) - the relevant metric may be selected by the entity	-	-

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2025 is 20.66, we have applied this exchange rate to compute the adjusted turnover.

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

As of now, the Company has not undergone any external review or third-party evaluation pertaining to its operational performance or regulatory compliance frameworks. However, internal mechanisms remain robust, and the Company remains open to engaging with credible external agencies for future assessments as and when deemed necessary.

4. Provide the following details related to water discharged:

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i)To Surface water	-	-
- No treatment		
- With treatment—please specify level of Treatment		
(ii)To Groundwater	-	-
- No treatment		
- With treatment—please specify level of Treatment		
(iii)To Seawater	-	-
- No treatment		
- With treatment—please specify level of Treatment		

(iv) Sent to third-parties	-	-
- No treatment		
- With treatment—please specify level of Treatment		
(v) Others	-	-
- No treatment		
- With treatment—please specify level of Treatment	42,95,540	49,80,474
Total water discharged (in kiloliters)	42,95,540	49,80,474*

*Level of treatment: Effluent Treatment plant with two stage activated sludge process to treat the effluent to prescribed standards set by SPCB before discharge. The treated effluent is discharged onto land for Eucalyptus plantation.

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

The treated effluent generated by the industry is responsibly utilized for irrigation purposes, specifically for Eucalyptus plantations, ensuring sustainable water resource management. No effluent is discharged into any surface water bodies, thereby upholding environmental stewardship and compliance with applicable regulatory norms.

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

Parameter	Please specify unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Nox	mg/Nm ³	75.23	53.03
Sox	mg/Nm ⁴	BDL*	<2.61
Particulate matter (PM)	mg/Nm ³	39.75	38.21
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – (ODS)	-	-	-

*Below Detection Level

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

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

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,33,343.116	3,75,677.16
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,465.67	4,607.24
Total Scope 1 and Scope 2 emissions per rupee of Turnover	tonnes of CO ₂ equivalent per	0.00002222 tonnes of CO ₂ equivalent	0.00002209 tonnes of CO ₂ equivalent per

	rupee	per rupee	rupee
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)	tonnes of CO2 equivalent per rupee of adjusted turnover	0.0000010750	0.0000009658
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tonnes of CO2 equivalent per tonne of output produced	1.55	1.7786
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2025 is 20.66, we have applied this exchange rate to compute the adjusted turnover.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

The Company has in house PCC plant in which the Carbon dioxide released due to burning of fuel in the boilers is captured and used as raw material in PCC production, thus reducing approx. 20,000 metric tonnes of CO2 emission per year.

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

Parameter	FY2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Waste generated (in Metric Tonnes)		
Plastic Waste (A)	89.12	94.34
E-Waste (B)	1.08	0.65
Bio-Medical Waste (C)	-	-
Construction and demolition waste (D)		
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3800.82	3,984.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	3891.02	4,079.34
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000002573	0.0000002371
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000001246	0.00000001036

Waste intensity in terms of physical output (Per MT of output produced)	0.01803	0.01908
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(I) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(I) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Sales of waste generated)	3891.02	4079.34
Total	3891.02	4079.34

Note: As per the IMF's purchasing power parity (PPP) conversion rate for India per international dollar for year 2025 is 20.66, we have applied this exchange rate to compute the adjusted turnover..

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

No hazardous or toxic chemicals used within the industry. The hazardous waste of Cat 32.3 is disposed to an authorized recycler for cardboard manufacturing. The authorized recycler manages the waste as per the SPCB guidelines.

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:

S. No.	Location of operations/offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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 Web Link
Not Applicable					

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

S.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
Not Applicable				

Yes, the Company is in compliance with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

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

1. Name of the Area
2. Nature of Operations
3. Water withdrawal, consumption and discharge in the following format:

Not applicable as none of the company's facilities fall under water stress areas.

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024(Previous Financial Year)
Water withdrawal by source (in kilolitres)	-	-
I. Surface Water	-	-
II. Ground Water	-	-
III. Third Party Water	-	-
IV. Seawater / desalinated water	-	-
V. Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Total Water consumption /Revenue from operations)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment(in kiloliters)		

(i)To Surface water	-	-
- No treatment		
- With treatment–please specify level of treatment		
(ii)To Groundwater	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(iii)To Seawater	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(iv)Sent to third-parties	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(v) Others	-	-
- No treatment		
- With treatment–please specify level of Treatment		
Total water discharged (in kiloliters)	-	-

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

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

The Company is currently not mapping its Scope 3 emissions however shall undertake the same in the forthcoming periods.

Parameter	Unit	2024-2025	2023-2024
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	-	-	-
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: No

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

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:

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	MBBR started in November, 2024	A Moving Bed Biofilm Reactor (MBBR) was commissioned in Nov. 2024 with a capacity to treat 2000 m ³ /day of wastewater.	Improved water quality parameters, contributing to environmental conservation.

Refer the annexure to the Board's report on Conservation of Energy.

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

The Company has implemented emergency preparedness plans at each project site to effectively manage emergency situations. These plans include response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts, with provisions for first aid. In the event of an emergency, the incident will be thoroughly investigated, and appropriate preventive measures will be taken to avoid recurrence. Relevant information and training on emergency preparedness and response are provided to all interested parties. The duties and responsibilities of all workers are communicated periodically to ensure ongoing awareness and readiness.

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

The Company has not conducted a formal assessment of its value chain partners with respect to their environmental impact. However, the Company expects its value chain partners to be mindful of their environmental footprint and to comply with all applicable laws and regulations.

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

No such impact assessment was carried out during the year.

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



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

SIL is a member of 4 Industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indian Pulp & Paper Technical Association (IPPTA)	National
2	Indian Agro and recycled Paper Mills Association (IARPMA)	National
3	Federation of Indian Export Organizations (FIEO)	National
4	Indian Paper Manufacturing Association (IPMA)	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
Not Applicable		

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others –please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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 projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web link
Not Applicable					

Not applicable, as the Company has not undertaken any projects that require a social impact assessment under applicable laws. However, the Company actively supports inclusive growth and equitable development through its Corporate Social Responsibility (CSR) initiatives. These initiatives are aligned with the provisions of the Companies Act, 2013, and are overseen by the Corporate Social Responsibility Committee constituted by the Board.

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

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

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

The Human Resources function is entrusted with the responsibility of addressing community grievances. All concerns received are formally acknowledged, followed by a structured inquiry process to ascertain facts and identify resolution pathways. Issues are resolved at the local level wherever possible; however, matters requiring higher-level intervention are escalated to the senior management for timely redressal. This framework ensures responsiveness, accountability, and continued trust with our community stakeholders.

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

Particular	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directly sourced from MSMEs/ small producer	29.55%	28.30%
Sourced directly from within the district and neighboring districts	45.20%	47.33%

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Rural	66	69.99
Semi-urban	24	10.02
Urban	10	19.99
Metropolitan	-	-

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

Not Applicable

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

S.no.	State	Aspirational District	Sector in which project is covered	Amount spent (In lakhs)
-	-	-	-	-

CSR Activities done by the Company are not in aspirational districts identified by the Government. For details of districts covered under CSR Activities, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 24-25.

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

No, Company doesn't have preferential procurement policy.

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

Not Applicable since we do not have such procurement criteria

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

Not applicable.

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

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

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

For details, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 24-25

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



ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

The Company has instituted a streamlined customer grievance mechanism supported by dedicated response teams to ensure timely resolution of issues and queries. Multiple touchpoints—such as helplines, digital platforms, and service desks—enable easy access for customer interaction.

Consumer feedback is actively monitored and escalated when necessary, with insights regularly reviewed by senior leadership for strategic improvements. This proactive approach reinforces our commitment to customer-centricity and drives continual enhancement of products and services.

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

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

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

	FY2024-2025 (Current Financial Year)		Remarks	FY 2023-2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Quality Complaints)	32	0	All complaints resolved	28	0	All complaints resolved

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

There were no product recalls during the current financial year, rendering this information irrelevant.

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

We have established an Information Security Management Policy that covers data protection, email security, web security, and network protection. It also incorporates an Access Control Policy, including two-factor authentication, to safeguard systems against unauthorized access. Multiple security measures, such as firewalls, endpoint protection, and web security solutions, have been implemented to defend against data breaches and cyber threats. This policy is internally available within the Company.

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

Not applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches-

NIL

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

Not Applicable

c. impact, if any, of the data breaches-

Not Applicable

LEADERSHIP INDICATORS (GOOD GOVERNANCE)

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

The Company website provides detailed information about its wide range of products. <https://www.satiagroup.com/paper/>

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

The Company conducts its business in compliance with all applicable regulations and relevant codes governing

marketing communications, including advertising and promotional activities. The communications are designed to help consumers make informed purchasing decisions.

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

Not applicable.

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

Satia Industries Limited remains committed to delivering high-quality products and upholding customer satisfaction as a core business priority. The company ensures full compliance with all relevant laws and regulations, including statutory display and disclosure requirements. While the commitment to service excellence remains unwavering, no formal consumer satisfaction surveys were conducted during the reporting year across major products, services, or operational locations.