BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Executive Summary

This comprehensive Business Responsibility & Sustainability Report illustrates our adherence to all nine principles of the National Guidelines on Responsible Business Conduct ("NGRBC") throughout our coffee value chain — from sustainable sourcing practices to community engagement to transparent governance. We present tangible impact across environmental protection, social well-being, and governance standards.

Our Company's purpose of enhancing access to superior quality coffee and food ingredients across the globe serves as our commitment to building a healthier, more inclusive food industry for generations to come. Our three-decade heritage reflects our unwavering commitment to three foundational principles: scientific rigor in quality assurance, progressive talent development practices, and transparent corporate governance.

Our continued focus is on value generation for all stakeholders and excellence in serving our clients with superior quality coffee. These BRSR report's disclosures conform to the requirements stipulated in Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, as amended up to July 14, 2026, and consists of three sections:

1. **Section A** - presents a comprehensive snapshot of the enterprise, including its core business activities, geographic and operational reach, workforce composition, stakeholder relationships, social responsibility initiatives, and commitment to corporate transparency.

2. **Section B** - articulates the organizational structures, governance mechanisms, policies, and operational processes established to effectively integrate the nine NGRBC Principles and their core elements into business strategy and execution

3. **Section C** - details measurable performance outcomes and aspirational targets across the nine NGRBC Principles through essential indicators (mandatory disclosure) and leadership indicators (voluntary advancement), demonstrating commitment to responsible business practices

SGS India Private Limited has independently assured our FY 2025-26 BRSR disclosures with:

- Limited assurance over the BRSR Core indicators

The said assurance approach enhances investor confidence in the reliability of our sustainability metrics.

Message to Stakeholders

Dear Stakeholders,

As we reflect on FY 2025-26, CCL Products (India) Limited remains steadfast in its commitment to inclusive growth and the rigorous disclosure standards established by the Securities and Exchange Board of India (SEBI). We are pleased to present our Business Responsibility and Sustainability Report (BRSR) Core for the financial year 2025-26, which articulates our strategic progress across Environmental, Social and Governance (ESG) dimensions, guided by the nine principles of the National Guidelines for Responsible Business Conduct (NGRBC).

During the reporting year, we navigated a dynamic operating environment marked by evolving market dynamics, supply chain complexities, and intensifying competition. Our unwavering focus on operational excellence, strategic value chain partnerships, renewable energy integration, employee development and innovation-led product diversification enabled us to create sustained value for all stakeholders, shareholders, employees, farming communities, supply chain partners and the planet.

We believe coffee has the power to create lasting positive impact. Our goal is to grow it in ways that protect the environment, help farmers earn fair incomes, support local communities and drive innovation that serves people. We achieve this through good science, fair treatment of employees and honest business practices. This year's report shows what we delivered on these commitments.

How We Made a Difference in the year 2025-26:

Circular Economy Integration

Building on our proven success, the Company continued to optimize the circular value of spent coffee waste by deploying it in boiler operations for steam generation. This initiative not only minimizes dependence on fossil coal but also diverts organic waste from landfills, embodying our commitment to resource efficiency. We continue to explore innovative avenues to extract wealth from waste through process optimization and design interventions, recognizing that circularity is integral to long-term business resilience and environmental stewardship.

Renewable Energy Acceleration

Our Company remains committed to increasing the use of renewable energy and reducing its environmental footprint through investments in clean energy initiatives. During FY 2025–26, electricity generated from the existing 0.9 MW solar power plant at the Kuvvakolli manufacturing facility, together with the newly commissioned 100 kW rooftop solar power system at the Corporate Office in Banjara Hills, Hyderabad, helped avoid approximately 971 tCO_2e of Scope 2 greenhouse gas emissions, while renewable electricity procured from external sources accounted for 5.78% of the Company's total electricity consumption. Overall, 80% of the Company's total energy consumption during FY 2025–26 was met through renewable energy sources, comprising renewable power purchase agreements (PPAs) and renewable fuels. The Company also approved an investment under the Group Captive mode through a Special Purpose Vehicle (SPV) to access approximately 7.9 MW of renewable wind and solar power, supporting cost optimization, energy security, and its sustainability objectives.

Sustainable and Responsible Sourcing

During FY 2025-26, suppliers representing 90% of our procurement spend affirmed commitment to our Responsible Sourcing Policy through contractual adherence. The policy emphasizes ESG principles—fair wages, prevention of child/forced labour, ethical practices and environmental stewardship—ensuring responsibility cascades across our value chain.

Human Capital and Employee Well-Being

The Company strengthened employee well-being beyond statutory requirements through educational scholarships, housing loan reimbursement, enhanced HR practices, and comprehensive learning and development programmes. The Company also provided Group Term Life Insurance (GTLI) coverage for employees, a Workmen Compensation Policy for workers, Group Health Insurance coverage for employees and workers, and free annual health check-ups for all worker men. These initiatives enhanced employee well-being, supported talent retention and capability development, and reinforced the Company's commitment to fostering a safe, healthy, and inclusive workplace while investing in its people for long-term success.

Value Chain Community Uplift

We initiated multi-stakeholder partnership programs to strengthen coffee farmer capacity in Andhra Pradesh through knowledge transfer in sustainable agricultural practices. We also deployed post-harvest processing facilities for farmers to access new markets through decentralized, eco-efficient operations—demonstrating our commitment to inclusive value creation and grassroots economic empowerment.

Strategic Outlook - FY 2026-27 and Beyond

As we chart our course forward, we recognize that sustainability is imperative central to business strategy and value creation. Our roadmap for FY 2026-27 and beyond is anchored on the below strategic pillars:

During FY 2025–26, the Company made a strategic investment in a Group Captive hybrid wind-solar project, which is expected to be commissioned in a subsequent period. This investment marks an important milestone in expanding the Company's renewable energy portfolio and advancing its long-term decarbonization and sustainability objectives. The Company remains committed to expanding its renewable energy portfolio through ongoing investments and the evaluation of new opportunities that support its transition to low-carbon operations and long-term decarbonization goals. Our farmer partnerships and community initiatives reflect our belief that inclusive growth is fundamental to sustainable business. We remain committed to strengthening livelihoods through capacity building, market access and eco-efficient infrastructure. ESG integration across all organizational functions, from product design to governance, is essential to creating measurable impact. We extend our gratitude to all stakeholders for their collaboration in advancing our sustainable development journey.

I invite you to explore this comprehensive BRSR report for deeper insights into our strategies, performance metrics and future roadmap. Together, we continue to demonstrate that responsible business practices, social impact and financial prosperity are mutually reinforcing, creating lasting value where life, nature and business converge.

Warm regards,
Challa Srishant
Managing Director, CCL Products (India) Limited
DIN : 00016035

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L15110AP1961PLC000874
2.	**Name of the Listed Entity**	CCL Products (India) Limited
3.	**Year of incorporation**	1961
4.	**Registered office address**	Duggirala, Guntur, Andhra Pradesh – 522330, India
5.	**Corporate address**	8-2-269/4A, Road No.2, Banjara Hills, Hyderabad, Telangana - 500034, India
6.	**Email**	*companysecretary@cclproducts.com*
7.	**Telephone**	+91 40 23730855
8.	**Website**	*www.cclproducts.com*
9.	**Financial year for which reporting is being done**	2025-26
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**	INR 26,70,55,840
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Ms. Sridevi Dasari *companysecretary@cclproducts.com* +91-40-23730855
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 in this report are made on a standalone basis.
14.	**Name of assessment or assurance provider**	SGS India Private Limited
15.	**Type of assessment or assurance obtained**	Limited Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Food & Beverages (Coffee and coffee-related products)	99.43

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	Coffee and coffee-related products	10792	99.43

III. Operations

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

Location	Number of plants	Number of offices	Number of warehouses	Total
National	3	3	7	13
International	-	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 (the Company's product outreach covers all states in India)
International (No. of Countries)	100+ (the Company has a wide global customer base in over 100 countries)

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

72.69%

c. **A brief on types of customers**

The Company supplies its products to a diverse set of customers including brand owners, retailers, manufacturers, traders, re-packers and other entities that have applications for coffee products in their processes. These customers are in domestic as well as international markets.

IV. Employees

20. Details 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)	1334	1249	94%	85	6%
2.	Other than Permanent (E)	10	10	100%	0	0%
3.	**Total employees (D + E)**	**1344**	**1259**	**94%**	**85**	**6%**
	WORKERS					
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than Permanent (G)	2168	857	40%	1311	60%
6.	**Total workers (F + G)**	**2170**	**859**	**40%**	**1311**	**60%**

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total Differently abled employees (D + E)**	**0**	**0**	**0**	**0**	**0**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total Differently abled workers (F + G)**	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00%
Key Management Personnel	3	1	33.33%

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.09%	25.61%	14.80%	16.19%	10.59%	15.91%	7.78%	1.89%	9.67%
Permanent Workers	32.00%	50.00%	34.48%	4.25%	0.00%	4.03%	11.98%	5.66%	17.64%

Note: The increase in worker attrition for FY 2025-26 is primarily due to the reclassification of certain workers as employees following salary revisions, which reduced the average worker headcount and consequently increased the reported attrition rate.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Continental Coffee Private Limited, India	Wholly Owned Subsidiary	100%	No
2	CCL Food and Beverages Private Limited, India	Wholly Owned Subsidiary	100%	No
3	Ngon Coffee Company Limited, Vietnam	Wholly Owned Subsidiary	100%	No
4	Continental Coffee SA, Switzerland	Wholly Owned Subsidiary	100%	No
5	Jayanti Pte Limited, Singapore	Wholly Owned Subsidiary	100%	No
6	Mukkonda Renewables Private Limited	Associate	20.54%	No

VI. CSR Details

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

(ii) Turnover (in ₹ Cr as on March 31, 2026) – 2216.05

(iii) Net worth (in ₹ Cr as on March 31, 2026) – 1377.07

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, Then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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, community members can send their concerns or grievances to the Company's registered office. The Company has also placed manual registers at each factory, for capturing grievances of community members and ensuring their resolution in a just, fair and timely manner. The grievances are reviewed by various factory managers and the Company Secretary, and remedial measures are undertaken as per internally defined protocols. The above may be located in the company's CSR policy: https://www.cclproducts.com/wp-content/uploads/2025/07/CSR-Policy.pdf	0	0	-	0	0	-
Investors (other than shareholders)	Not applicable, as the Company does not have investors other than shareholders.	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, Then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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
Shareholders	Yes, the Company has a designated email address for shareholders to raise their grievances *investors@continental.coffee*. Shareholder grievances are also resolved by the Company's Registrar and Transfer Agent (Venture Capital and Corporate Investments Private Limited) through its email id - *investor.relations@vccipl.com*. Relevant information may additionally be located at: *https://www.cclproducts.com/investors/#contact*	41	0	All the complaints received were attended to and addressed in a responsible manner and within the prescribed timelines.	33	0	All the complaints received were attended to and addressed in a responsible manner and within the prescribed timelines.
Employees and workers	The Company possesses a structured and well-defined mechanism for receiving, evaluating and reviewing grievances from employees and workers, related to workplace aspects around human resources and corporate governance. The web link for the same is: *https://www.cclproducts.com/wp-content/uploads/2025/07/Grievance-Redressal-Procedure-Policy.pdf*	0	0	-	0	0	-
Customers	Yes, the Company encourages its customers to communicate grievances through its dedicated customer support channels such as helplines, email addresses, online contact forms on its D2C website and social media platforms. Grievances are reviewed by the Customers Relations Officer, and remedial measures are undertaken as per internally defined protocols. The Company also put in place a dedicated CRM team so that any complaint from consumers can be addressed fast. The grievance redressal mechanism may be located at: *https://www.cclproducts.com/wp-content/uploads/2025/07/Stakeholder-Engagement-Policy.pdf*	83	0	All the complaints received were attended to and addressed in a responsible manner and within the prescribed timelines.	51	0	All the complaints received were attended to and addressed in a responsible manner and within the prescribed timelines.
Suppliers	Yes, periodic meetings are held with suppliers to address any issues or concerns faced by them. Additionally, Suppliers can also raise their grievances through call / text / emails to respective points of contact within the sourcing function at the Company. The weblink for the same is: *https://www.cclproducts.com/wp-content/uploads/2025/07/Stakeholder-Engagement-Policy.pdf*	2	0	All the complaints received were attended to and addressed in a responsible manner and within the prescribed timelines.	0	0	-

Note: Grievances represented in the above table correspond to material stakeholders' engagement activities that have taken place.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
1	**Energy and GHG Management**	**Opportunity**	As sustainability gains global prominence, companies adopting energy-efficient manufacturing practices can optimize their costs, thereby enhancing their brand, improving margins and strengthening competitiveness. Renewable energy integration and deployment of low carbon technologies help companies to reduce respective carbon footprints and contribute towards India's climate goals. In line with these ideologies, the Company actively pursues avenues around fuel substitution, energy and resource efficiency, and deployment of renewable energy to optimize costs and its broader environmental impact.	Not applicable	**Positive** - Investing in renewable energy helps reduce operational costs by lowering dependence on grid electricity and fossil fuels. Expanding renewable capacity ensures long-term cost stability, shielding the company from fluctuating energy prices and supply. Enhanced energy efficiency initiatives help to reduce cost of production, thus improving profit margins while supporting sustainability goals.
2	**Climate Change**	**Risk**	The World Economic Forum identifies extreme weather events due to climate change as one of the leading short and long-term risks in its 2025 Global Risks Report. The Company aligns with this assessment and acknowledges risks pertaining to business continuity disruptions due to climate change, in its own operations as well as the upstream value chain. Extreme weather events near the Company's manufacturing facilities have a potential to cause asset damage, disrupt logistics and hamper employee movement. Physical climatic hazards in coffee farms may potentially lead to crop damage and supply disruptions, ultimately impacting the Company's production and sales.	While its infrastructure is designed to withstand evolving weather patterns, the Company is continually striving to strengthen other critical aspects associated with its operations. It is actively working to build a more agile logistics network that can better navigate climate-related disruptions and ensure timely and reliable logistics, both inbound and outbound. Concurrently, the Company has commenced the promotion of sustainable farming techniques among its coffee farming communities, helping them adapt to environmental changes, safeguard crop quality, and ensure long-term supply security. Through these ongoing efforts, the Company aims to build a more climate-resilient and dependable value chain, one which mutually benefits itself and the upstream value chain partners.	**Negative** - Changing weather patterns and extreme weather events may lead to lower yields and more frequent crop failures, driving up the cultivation costs for farmers. These unpredictable conditions have the potential to cause irregular harvests and logistical disruptions for the Company, leading to stock shortages or increased reliance on expensive contingency supply routes. Compounding these challenges, unstable growing environments driven by climate change can affect bean quality, potentially reducing product value and impacting customer satisfaction.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
3	**Water and Wastewater Management**	**Risk and Opportunity**	**Risk** - Given the nature of operations, the Company has a significant reliance on water for its production processes, making itself susceptible to changing rainfall patterns and water shortage due to groundwater depletion. Fluctuations in water availability can impact production and supply schedules, while wet processing methods generate wastewater that must be managed responsibly to prevent environmental damage. Adoption of sustainable water management practices is crucial for long-term stability and sustainability of the Company. **Opportunity** - The Company sees opportunities to boost its resource efficiency and improvement in margins by investing in water conservation initiatives. Rainwater harvesting and wastewater recycling help to reduce dependence on external sources, cutting costs and ensuring a stable supply. Eco-friendly processing methods limit wastewater generation, enhancing environmental compliance and operational resilience.	The Company looks to mitigate water-related risks through a range of sustainable water management initiatives. Zero Liquid Discharge (ZLD) systems have been deployed at production facilities, thus ensuring internal recycling of wastewater and prevention of local water bodies' contamination. Rainwater harvesting structures have also been built to store and utilize rainwater for production.	**Negative** - Water shortages due to growing industrialization and human population have the potential to place acute and chronic financial burden on the Company. Cost of water and other related products, services and raw materials are likely to escalate due to limited availability and increasing competition. Supply constraints could disrupt production efficiency, leading to delays and increased expenses for alternative sourcing. **Positive** - By implementing ZLD systems, the Company reduces wastewater treatment costs, and minimizes regulatory risks and contingent liabilities associated with water discharge. Rainwater harvesting and process efficiency measures help to lower external water requirement, leading to savings in operating costs.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
4	**Responsible Procurement**	**Risk and Opportunity**	**Risk** - The Company identifies responsible procurement as a risk due to its global coffee supply chain, where unethical sourcing practices, such as deforestation or unfair labour practices, could occur. Failure to ensure sustainable and ethical procurement may lead to regulatory penalties, business continuity challenges and reputational damage. Growing customer and investor demand for ESG compliance further heightens the risk, potentially impacting market share and financial performance if not addressed proactively. **Opportunity** - The Company also views responsible procurement as an opportunity to enhance its brand reputation, market competitiveness and stakeholder partnerships. By sourcing coffee sustainably and ethically, the Company can not only attract eco-conscious customers and investors, but also potentially increase its sales and market share. Assisting suppliers with capability development around pillars of responsible procurement shall also help to foster long-term partnerships, innovation and cost efficiencies.	The Company monitors its suppliers' ESG commitment through a Responsible Sourcing Policy. It has also acquired a number of national and international certifications, affirming its commitment to responsible sourcing. In order to ensure alignment with its ESG goals, the Company looks to actively collaborate with upstream value chain entities through a range of partnership-based initiatives.	**Negative** - Responsible procurement risks can lead to financial setbacks for the Company. Unethical sourcing practices may incur regulatory fines, loss of operating license, supply chain disruptions and higher compliance costs. Reputational damage could erode customer loyalty, reducing sales and market share. **Positive** - Responsible procurement can secure a number of long-term financial benefits for the Company. Development of suppliers' ESG capability would lead to reduction in procurement expenses, which would have otherwise been incurred in frequent supplier searches, audits and onboarding, which are costly and time-consuming. Consistent partnerships with compliant suppliers streamline procurement processes, reduce transaction costs and mitigate risks of supply chain disruptions, ultimately lowering overall expenses.
5	**Occupational Health and Safety**	**Risk**	Occupational health and safety risks pose a serious challenge by affecting workers and overall productivity. To counter these risks, the Company has implemented strict safety protocols based on applicable regulations and industry benchmarks. Despite the above efforts, the Company recognizes the possibility of health and safety incidents occurring due to human lapses or equipment failures.	Health and safety measures are reinforced through trainings, policies, audits, risk assessments, mock drills and incident investigations. HIRA and Permit to Work systems help detect and resolve workplace hazards, fostering accountability and continuous improvement.	**Negative** - Workplace accidents and injuries can lead to compensation claims, medical expenses and legal penalties for safety violations. Such instances also cause production downtime and delays in supply to customers.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
6	**Human Capital Management**	**Risk and Opportunity**	**Risk** - The Company is exposed to human capital risks such as talent retention, skill shortages and man cost volatility. High turnover in key roles can disrupt operations and increase recruitment costs, while limited skilled manpower in the coffee industry may hinder the scalability of production. Rising wages in India, driven by economic growth, could lead to fluctuations in labour cost. **Opportunity** - The Company sees opportunities to enhance operational efficiency by investing in employee well-being, learning and development and workplace culture transformation. Sustainable human resource management practices help to attract and retain top talent, reduce turnover and strengthen brand reputation. A well-managed workforce drives innovation, adapts to industry challenges, and helps to secure long-term business sustainability.	The Company considers its workforce to be its biggest asset. In line with this belief, the Company has formulated comprehensive policies and operational practices around Human Resources, aimed towards mitigation of risks such as manpower shortages, employee turnover and skill gaps. It has made significant upgrades around training of employees, modernization of workplaces and extension of monetary benefits (such as ESOPs), comprehensive medical insurance, personal accidental insurance, and term life insurance coverage to employees. The Company is actively pursuing avenues which would enhance employee morale and talent retention.	**Negative** - High employee turnover increases recruitment and training expenses, straining operational budgets. Inefficient workforce management can reduce productivity, leading to lower output and increased manpower costs. **Positive** - Investments in human capital management enhances productivity and reduces operating costs. Strong retention strategies minimize recruitment and training expenses while nurturing a stable and motivated workforce. A well-managed workforce drives innovation and business resilience, ensuring long-term profitability.
7	**Economic Performance**	**Opportunity**	The company is leveraging surging global coffee demand driven by rising disposable incomes in emerging markets to expand its footprint. As a leading instant coffee manufacturer, it is well-positioned to supply high-quality, cost-competitive products to growing markets. The rise of premium coffee trends, including specialty instant and ready-to-drink options, aligns with its expertise in customized blends. Strategic investments in innovation and market expansion will enhance profitability and long-term growth.	Not applicable	**Positive** - Expanding into growing global coffee markets increases revenue potential and strengthens financial stability. Offering premium coffee products enhances profit margins and brand positioning. A broader market presence attracts investors and partnerships, fueling long-term growth.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
8	**Data Privacy and Security**	**Risk**	With increasing digitization and reliance on IT systems across value chain, data privacy and security poses significant risks for the Company, in the form of loss of business-critical information through cyberattacks, data breaches and unauthorized access to information. To safeguard its information and digital assets, the Company must continue to invest in advanced security frameworks, employee awareness programs and robust compliance strategies.	The Company has implemented robust cybersecurity measures including access controls, encryption and regular audits. It has also established a comprehensive Cybersecurity and Data Privacy Policy, which lays out the guiding principles to safeguard sensitive information. A designated Grievance Officer has been appointed to address stakeholders' concerns related to data privacy and security.	**Negative** - Operational disruptions caused by cyber incidents can halt production, resulting in lost revenue and supply delays. Legal costs from information protection related lawsuits or compensation claims by stakeholders can strain the Company's financial resources.
9	**Compliance**	**Risk**	The Company identifies potential failure to adhere to Indian / international regulatory and voluntary requirements as a risk. In addition to the statutory and traditional compliance requirements, the Company is expected to demonstrate compliance over a range of ESG issues such as human rights, responsible procurement, climate change and biodiversity, among others, owing primarily to international market requirements. Failure to comply with these requirements in a timely manner is bound to bring about market entry barriers for the Company in the future.	The Company has embedded a strong compliance culture in its operations. Business function heads and senior leadership oversee compliance reporting and audits at regular intervals to maintain transparency and integrity. Updates to existing compliance requirements and applicability of emerging regulations are evaluated by the Company's concerned business functions in a proactive manner.	**Negative** - non-compliance with regulatory requirements can lead to legal penalties, fines, and restricted market access, thus impacting profitability.
10	**Corporate Governance**	**Risk**	Given the nature of operations and complexity of its value chain, the Company associates with a range of internal and external stakeholders to carry out its day-to-day business activities. In doing so, it is exposed to risks related to unethical practices, such as corruption and conflicts of interest, which can lead to legal, financial and reputational damage.	The Company has implemented strong governance structures, policies and management systems to enhance accountability and mitigate risks. By integrating the principles of ethics, integrity, transparency and accountability into its sustainability roadmap, it reinforces its corporate governance framework. The company is actively expanding stakeholder engagement to foster ethical decision-making and protect its reputation.	**Negative** - Inefficient corporate governance can lead to financial mismanagement, resulting in regulatory fines. Lack of transparency can erode investor confidence, affecting stock value and access to funding. Strengthening governance through ethical policies and accountability frameworks is essential to protect financial stability.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
11	**Human Rights**	**Risk**	The Company identifies human rights as a risk not only due to its manpower-heavy manufacturing operations, but also due to its global coffee supply chain which could involve labour-intensive farming in regions prone to human rights abuses such as worker exploitation, child labour or forced labour.	The Company's workplace policies and practices around human resource management and occupational health and safety minimize human rights risks in own operations to a negligible magnitude. However, its upstream value chain comprises of stakeholders such as coffee farmers and trade houses, which are outside its direct sphere of influence and vulnerable to human rights related risks. In order to mitigate these risks, the Company monitors its suppliers' ESG commitment through a Responsible Sourcing Policy. It has also acquired a number of national and international certifications, affirming its commitment to responsible sourcing. In order to ensure alignment with its ESG goals, the Company looks to actively collaborate with upstream value chain entities through a range of partnership-based initiatives.	**Negative** - As the Company's major share of revenue is attributable to international markets, it is imperative that it keeps up with human rights-related requirements emerging from such countries. Non-compliance with such requirements may lead to reputational damage and market entry barriers, thus affecting the Company's bottom line.
12	**Risk Management**	**Risk**	In context of global and domestic coffee industry trends, the Company is exposed to various operational, financial and strategic challenges. Its reliance on key customers and fluctuating coffee bean prices can impact profitability, while regulatory changes and supply chain disruptions add complexity. Trends like increasing competition, environmental hazards and geopolitical instability further complicate risk management, requiring robust strategies to maintain market position.	The Company systematically reviews operating risks in accordance with its Risk Management policy, ensuring proactive identification and mitigation of potential threats. This process, overseen by the Risk Management Committee, includes continuous risk assessments and compliance evaluations.	**Negative** - Failing to effectively manage operating risks can lead to several financial setbacks for the Company. Unaddressed or inadequately addressed risks may result in unexpected financial burden, regulatory penalties and unforeseen liabilities that could hamper the Company's bottom line.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In Case of Risk, Approach to adapt or mitigate	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
13	**Customer Relations**	**Risk and Opportunity**	**Risk** - Customers play a pivotal role in shaping the success and sustainability of coffee-producing companies. Their preferences drive business strategies, innovation, quality and improvements. Negative customer experiences, whether due to inconsistent product quality, ethical concerns in sourcing, or supply chain disruptions, can lead to loss of trust and declining sales. Additionally, fluctuating coffee prices create uncertainty, making it difficult to maintain stable pricing for consumers, which can drive them to competitors. **Opportunity** - Strengthening engagement with customers shall allow the Company to understand evolving preferences, tailor products and improve quality, thus strengthening its competitive edge. Positive customer experiences shall facilitate widespread promotion, increasing demand and market penetration. Companies that leverage consumer feedback and embrace sustainability can establish long-term growth and industry leadership.	The Company mitigates the risk of customer fallout by ethically sourcing finest ingredients, resources and raw materials, and manufacturing high quality products in line with applicable guidelines and customer requirements. It also strives to capture customer feedback through a range of platforms and works proactively towards resolution of customer issues and queries. The Customer Relations team reviews all the complaints and provides remedial measures based on internal protocols.	**Negative** - Negative experiences such as inconsistent product quality, unethical sourcing, or supply delays can shrink product demand, resulting in declining revenues. **Positive** - A loyal customer base ensures consistent demand, leading to predictable revenue streams and reduced impact through market fluctuations. Satisfied customers often advocate for the brand, thus indirectly reducing marketing expenses while increasing organic growth.

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.

Policy and management processes

1. a. **Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes								

b. **Has the policy been approved by the Board? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes								

c. **Web-link of the policies, if available.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Policies covering the NGRBC principles are available on the Company's website and can be accessed at *https://www.cclproducts.com/investors/*								

2. **Whether the entity has translated the policy into procedures. (Yes / No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes								

3. **Do the enlisted policies extend to your value chain partners? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, however not all the enlisted policies extend to the value chain partners. The Company ensures that suppliers / contractors comply with the law of the land by incorporating relevant clauses in their respective purchase orders, contracts, agreements and terms and conditions of the tenders.								

4. **Name of the national and international codes/certifications/labels/standards (e.g. Forest stewardship council, Fairtrade, Rainforest alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.**

P1	P2	P3	P4	P5	P6	P7	P8	P9

1. BRC- Version 9 with A Grade (British Retail Consortium) - Global Standard for Food
2. IFS - Food Version 8 with Higher Level (International Featured Standards) - International Food Standard.
3. Organic Coffee Certificate (Processing & Trading) - NPOP, NOP & GB
4. Halal Certificate
5. Kosher Certificate
6. FSSAI License - Food Safety Standards Authority of India
7. BIS License - Bureau of Indian Standards (ISI) License
8. Fair Trade Certificate
9. FTUSA (Fair Trade USA Certification)
10. US FDA Certificate of Registration
11. Rain Forest Alliance Endorsement certificate
12. ICS (Initiative for Compliance and Sustainability)
13. SA 8000 (Social Accountability Audit)
14. SMETA (Sedex Members Ethical Trade Audit)
15. URSA (Understanding Responsible Sourcing Audit)
16. SGP (Supplier Guiding Principles and Human Rights Policy Assessment)
17. CTPAT (Customs Trade Partnership Against Terrorism)

5. **Specific commitments, goals, and targets set by the entity**

P1	P2	P3	P4	P5	P6	P7	P8	P9

Specific commitments, goals and targets set by entity for FY 2026-27:

1. **Science-based target setting** - The Company is currently in the process of formulating and setting quantified sustainability targets that are grounded in scientific evidence and aligned with the Science Based Targets initiative (SBTi) methodology. This initiative will establish clear, measurable objectives for reducing greenhouse gas emissions across the Company's operations and value chain.
2. **Occupational Health, Safety & Worker Wellbeing** - The Company has well-established occupational health and safety practices and is committed to continually enhancing its health and safety management system. Going forward, it will further strengthen risk assessment processes, safety inspections, emergency preparedness, and incident investigations while expanding occupational health, preventive healthcare, and employee wellbeing initiatives, including mental health support programs.
3. **Energy Efficiency & GHG Emission Reduction -** The Company intends to conduct a comprehensive energy audit and implement energy-efficient technologies in manufacturing processes. LED lighting upgrades, variable frequency drives (VFDs), and equipment optimization shall be prioritized.

P1	P2	P3	P4	P5	P6	P7	P8	P9

4. **Governance, Ethics & Business Integrity -** The Company is committed to strengthening its compliance framework, conducting regular ethics training, and maintaining transparent whistleblower mechanisms. Board-level ESG oversight and periodic compliance audits shall ensure adherence to all applicable laws and regulations.

5. **Supply Chain Transparency & Responsible Procurement** - The Company intends to enhance supplier due diligence by implementing a responsible procurement policy that emphasizes ethical sourcing, labour practices, and environmental compliance. Regular supplier training and certification programs will be established.

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

P1	P2	P3	P4	P5	P6	P7	P8	P9

Performance of the entity against specific commitments, goals and targets for FY 2025-26:

1. The Company continued to undertake periodic evaluations and monitoring of its suppliers to assess their alignment with applicable sustainability standards and regulatory requirements. Supplier engagement and review processes were carried out as part of the Company's ongoing responsible sourcing framework, with efforts focused on promoting compliance and encouraging continuous improvement in sustainability practices across the supply chain.

2. The Company strengthened ESG awareness through employee and worker training initiatives covering environmental responsibility, social practices, occupational health and safety, employee welfare, and corporate governance, supporting informed participation in ESG initiatives.

3. The Company continued to reduce its dependence on non-renewable energy sources through renewable energy initiatives and resource conservation measures. During FY 2025–26, electricity generated from the existing 0.9 MW solar power plant at the Kuvvakolli manufacturing facility, together with the newly commissioned 100 kW rooftop solar power system at the Corporate Office in Banjara Hills, Hyderabad, helped avoid approximately 971 tCO_2e of Scope 2 greenhouse gas emissions. The Company also expanded the use of renewable electricity across its operations through Renewable Power Purchase Agreements (PPAs) and renewable fuels. The Company has approved a group captive renewable power arrangement to access approximately 7.9 MW of wind and solar energy, which is expected to be commissioned in a subsequent period. These initiatives have strengthened the Company's renewable energy portfolio and reinforced its commitment to reducing its environmental footprint. During the year, renewable energy accounted for approximately 80% of the Company's overall energy consumption through Renewable PPAs and renewable fuels, significantly contributing to the reduction of the Company's greenhouse gas emissions

4. The Company continued to engage with relevant government agencies and industry chambers on pertinent business matters, fostering collaboration, staying aligned with regulatory developments, and contributing to industry discussions.

Governance, leadership, and oversight

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

P1	P2	P3	P4	P5	P6	P7	P8	P9

Please refer the Managing Director’s message to Stakeholders

8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies

P1	P2	P3	P4	P5	P6	P7	P8	P9

Sri Praveen Jaipuriar, Chief Executive Officer

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.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, the Corporate Social Responsibility Committee is entrusted with the responsibility of taking decision on ESG issues. Sri Durga Prasad Kode (DIN: 07946821) is the Chairman of the Committee and the committee comprises of the following members: 1) Sri Durga Prasad Kode (DIN: 07946821) 2) Sri Sudhakar Ambati (DIN: 01080550) 3) Smt. Kulsoom Noor Saifullah (DIN: 02544686) 4) Smt. Challa Shantha Prasad (DIN: 00746477)								

10. **Details of review of NGRBCs by the company:**

Subject for review	Indicate whether the 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	Business review meetings are conducted on a monthly basis where the Company's CEO & Managing Director evaluate progress against internally defined KRAs, along with various business function heads.									Monthly								
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Compliance Schedule with respect to various statutory requirements is placed before the Board of Directors on a periodic basis.									Periodically								

11. **Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide the name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
CCL employs a comprehensive and well-structured business process review framework that is meticulously designed to ensure the effective implementation of critical policies. Some of the principles are reinforced through application of external audits, which provide an unbiased evaluation, and internal audits, which offer a continual and in-depth assessment of processes and compliance. Together, they form a robust system to maintain transparency, accountability, and adherence to established standards.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	(i) Changes and amendments in the Companies Act, 2013 (ii) Changes in the SEBI (LODR) Regulations, 2015 & SEBI (PIT) Regulations, 2015	100
Key Managerial Personnel	3	(i) Changes and amendments in the Companies Act, 2013 (ii) Changes in the SEBI (LODR) Regulations, 2015 & SEBI (PIT) Regulations, 2015 (iii) Sustainability Principles to drive the Business forward	100
Employees other than BoD and KMPs	240	Quality, Packing, HR, Engineering, EHS, Warehouse, Production, Security, Social Audit, Safety, Technical, Sales	100
Workers	150	Quality, Packing, HR, Engineering, EHS, Housekeeping, Production, Security, Social Audit, Safety, Technical	100

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	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 is committed to maintaining the highest standards of integrity and ethical conduct in all its business dealings. Its Anti-Bribery and Anti-Corruption Policy applies to all individuals at all levels, including directors, and ensures compliance with all applicable domestic and foreign laws. The policy prohibits improper payments, gifts, or inducements of any kind to or from any person, including officials in the private or public sector, customers, and suppliers. It also outlines mechanisms to prevent, detect, and address any acts of bribery or corruption, ensuring such incidents are reported and handled with utmost attention and detail. The policy is available at - *https://www.cclproducts.com/wp-content/uploads/2024/08/Anti-Bribery-Anti-Corruption-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	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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.**

This section is not applicable as during FY 2025-26, there were no fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

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*	35	32

*Total purchases/cost of goods or services definition is in accordance with Industry Standards on Reporting of BRSR Core. Credit purchase of capital goods included in Trade payables while computing number of days accounts payable.

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25**
Concentration of Purchases	a. Purchases from trading houses as % of total purchases*	67%	76%
	b. Number of trading houses where purchases are made from	738	790
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	69%	49%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	18%	14%
	b. Number of dealers / distributors to whom sales are made	493	306
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	36%	35%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	14%	10%
	b. Sales (Sales to related parties / Total Sales)	15%	18%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	84%	72%
	d. Investments (Investments in related parties / Total Investments made)	99%	100%

* Total purchases definition is in accordance with Industry Standards on Reporting of BRSR Core

** The figures reported for FY 2024–25 have been restated to align with the classification methodology adopted for FY 2025–26.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company has conducted awareness programs for all its suppliers to reinforce its commitment to sustainability and ESG across the value chain partners. The initiatives covered key topics such as sustainability, ESG practices, and BRSR principles, encouraging suppliers to align with responsible and sustainable business practices.		

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

Yes, the Company has implemented a 'Code of Conduct for the Directors and Senior Management' (the 'Code'). This Code is accessible on the Company's website at *https://www.cclproducts.com/wp-content/uploads/2025/07/Code-of-Conduct-of-Board-of-Directors-and-Senior-Management.pdf*. The Code stipulates that directors and officers must avoid any activities or associations that create, or appear to create, a conflict between their personal interests and the Company's business interests. This includes situations where the potential for personal gain, whether direct or indirect, might influence or seem to influence their judgment or actions while performing their duties for the Company. Additionally, the Code mandates advancing the Company's interests.

Directors, Key Management Personnel (KMPs), and senior management are required to periodically disclose to the Board any material interests they have, in compliance with the provisions of the Companies Act 2013, directly or indirectly, or on behalf of third parties, in transactions or matters affecting the Company. They must also abstain from discussions and voting on any matters where they have, or may have, a conflict of interest, and share relevant information with other directors as appropriate.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	78.85%	100%	Key R&D investments during FY 2025-26 are listed below: With the objective of delivering a premium-quality product with enhanced characteristics, a cryogenic grinding system has been commissioned to supplement the existing system. This technology ensures a more uniform Particle Size Distribution (PSD) and improved blending ability, as compared to conventional micro grinding methods. The process uses liquid nitrogen (LN_2) to create cryogenic conditions, allowing materials to be ground in an inert, non-thermal environment. This prevents heat buildup, preserving product integrity and volatile components while enabling faster grinding and higher throughput. The inert nature of LN_2 ensures an emission-free, contamination-resistant process, contributing to both environmental sustainability and energy-efficient operations.
Capex	7.09%	53.87%	Key Capex investments during FY 2025-26 are listed below: A vapour compression refrigeration (VCR) system was commissioned during FY 2025–26 as a capital investment, supplementing the existing VCR infrastructure and replacing the steam-driven absorption refrigeration system. Unlike the previous system, which relied on thermal energy from steam, the newly commissioned VCR system operates using electrical power to provide mechanical refrigeration. This transition has significantly reduced steam consumption, leading to lower greenhouse gas (GHG) emissions, improved energy efficiency, and enhanced operational reliability of the refrigeration process. Additionally, the Company installed a rooftop solar power system at its Corporate Office as part of its sustainability initiatives. The rooftop solar system enhances the Company's renewable energy capacity and reflects the Company's ongoing commitment to reducing its environmental footprint, improving resource efficiency, and advancing sustainable business practices.

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

Yes, the Company has adopted a Responsible Sourcing Policy that mandates suppliers to comply with regulatory as well as voluntary ESG related requirements. These include prohibiting trafficked and forced labour, ensuring freedom of association and collective bargaining, protecting human rights, providing a safe and hygienic working environment, prohibiting child labour, offering fair wages, adhering to working hours regulations, preventing discrimination, promoting humane treatment, committing to ethical corporate practices, and demonstrating environmental stewardship. Despite the complexity of its global supply chain, which involves sourcing raw materials and services from various parts of the world, the Company has successfully integrated responsible sourcing practices over time. It has overcome socio-economic and cultural constraints across different countries to ensure long-term sustainability. Additionally, the Company has implemented a Sustainability Policy, striving to use sustainably sourced ingredients in products and internationally accepted manufacturing standards in business.

Furthermore, the Company holds various certifications such as the Organic Coffee Certificate (Processing & Trading), Kosher Certification, BRC- Version 9 with A Grade (British Retail Consortium) and IFS - Food Version 8 with Higher Level (International Featured Standards), reinforcing its commitment to responsible sourcing practices.

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

Inputs representing 90% by procurement spend have been sourced sustainably.

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

The Company's products do not result in the generation of any e-waste or hazardous waste at the end of their life cycle. To manage plastic waste, including packaging waste, generated by customers at the end of life, the Company fulfills its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2016, through the purchase of credits from authorized external waste management agencies.

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.**

Yes, as per Plastic Waste Management Rules, 2016 and Amendment dated March 2018, the Company has duly registered under the category of Brand Owner and the company is compliant with EPR requirements.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
While the Company has not conducted Life Cycle Assessments for any of its products, it has subscribed to various global codes, certifications, labels and standards around product safety, quality and sustainability (as seen in section B of this report), which underscore its commitment to optimizing environmental and social impact across its business value chain.					

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, as the Company has not conducted Life Cycle Assessments for any of its products.		

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
Energy consumption (on a GCV basis) in coal-fired boilers through organic spent coffee waste.	22%	26%

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

The Company did not reclaim any product-related end-of-life packaging materials. The Company purposefully does not reuse any packaging materials for incorporation into food-contact packaging and accordingly did not undertake reclamation of such materials. Collection of biodegradable coffee waste from end customers is not considered relevant owing to practical limitations.

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
The Company did not physically reclaim its products and packaging materials.	

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	% of employees covered by																
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities		Housing loan interest reimbursement		Child education assistance		Group Term Life Insurance	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	Number (G)	% (G/A)	Number (H)	% (H/A)	Number (I)	% (I/A)
Permanent employees																	
Male	1249	1247	100%	1246	100%	NA	NA	0	0%	0	0%	22	2%	320	26%	1246	100%
Female	85	85	100%	85	100%	85	100%	NA	NA	85	100%	0	0%	16	19%	85	100%
Total	**1334**	**1332**	**100%**	**1331**	**100%**	**85**	**6%**	**0**	**0%**	**85**	**6%**	**22**	**2%**	**336**	**25%**	**1331**	**100%**
Other than permanent employees																	
Male	10	10	100%	0	0%	NA	NA	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%	0	0%	0	0%	0	0%
Total	**10**	**10**	**100%**	**0**	**0%**	**0**	**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		Housing loan interest reimbursement		Child education assistance		Group Term Life Insurance	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	Number (G)	% (G/A)	Number (H)	% (H/A)	Number (I)	% (I/A)
Permanent workers																	
Male	2	2	100%	2	100%	NA	NA	0	0%	0	0%	0	0%	1	50%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%	0	0%	0	0%	0	0%
Total	**2**	**2**	**100%**	**2**	**100%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**1**	**50%**	**0**	**0%**
Other than permanent workers																	
Male	857	857	100%	857	100%	NA	NA	0	0	0	0	0	0%	0	0%	0	0%
Female	1311	1311	100%	1311	100%	1311	100%	NA	NA	1311	100%	0	0%	0	0%	0	0%
Total	**2168**	**2168**	**100%**	**2168**	**100%**	**1311**	**60%**	**0**	**0**	**1311**	**60%**	**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 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.19%	0.21%

2. Details of retirement benefits, for Current FY 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/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	50%	100%	Y	1%	68%	Y
Others – Superannuation	28.0%	0%	Y	28.72%	0%	Y

* The increase in ESI coverage during the year was primarily attributable to changes in the wage code definition, which expanded the eligibility of employees under the ESI scheme.

3. **Accessibility of workplaces**

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

Yes, the Company's offices are fully accessible to all employees, including those with disabilities. It actively engages with its employees to address and manage their mobility needs, ensuring their input is valued and incorporated into various accessibility initiatives.

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.**

The Company is committed to creating an inclusive and diverse workplace where all employees are respected and valued. Its Equal Opportunity Policy ensures that employment decisions are based on merit, qualifications, and business needs, without discrimination based on race, color, religion, gender, age, disability, or other protected characteristics, in compliance with the Rights of Persons with Disabilities Act, 2016. The Company provides necessary infrastructure and reasonable accommodation for employees with disabilities, overseen by a designated Diversity & Inclusion Council. This policy applies to all employees and job applicants, promoting fairness and equality. Additionally, the Company offers training and resources to help employees understand and adhere to these principles, and has procedures to address any form of discrimination, harassment, or retaliation, fostering a supportive and productive work environment. The said policy is available at: *https://www.cclproducts.com/wp-content/uploads/2025/07/Equal-Opportunity-Policy.pdf*

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male*	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

*Not applicable as the Company does not have provision for paternity leaves.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Employees and workers are required to take up issues on a one-to-one basis with relevant officials at the Company within 3 days of encountering grievances. If unresolved, a formal written complaint is required to be submitted within 10-15 days, along with necessary details and evidence. HR acknowledges the complaint within 5 days, followed by an investigation spanning 15-20 days, with resolutions shared in 5-7 days and an appeal process allowing dissatisfied employees to seek a final decision from the CEO soon after. The Company is committed to protecting individuals from retaliation or negative repercussions for raising concerns in good faith and hence grievances and investigations remain strictly confidential, with access limited to those directly involved in the process. Any reports of retaliation are required to be promptly addressed through the grievance resolution procedure.

7. **Membership of employees and worker in association(s) or Unions recognized 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	**1334**	**0**	**0%**	**1331**	**0**	**0%**
- Male	1249	0	0%	1252	0	0%
- Female	85	0	0%	79	0	0%
Total Permanent Workers	**2**	**0**	**0%**	**27**	**0**	**0%**
- Male	2	0	0%	23	0	0%
- Female	0	0	0%	4	0	0%

8. **Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1259	1259	100%	1259	100%	1265	1265	100%	1265	100%
Female	85	85	100%	85	100%	80	80	100%	80	100%
Total	**1344**	**1344**	**100%**	**1344**	**100%**	**1345**	**1345**	**100%**	**1345**	**100%**
Workers										
Male	859	859	100%	859	100%	972	972	100%	972	100%
Female	1311	1311	100%	1311	100%	1275	1275	100%	1275	100%
Total	**2170**	**2170**	**100%**	**2170**	**100%**	**2247**	**2170**	**100%**	**2170**	**100%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1259	1259	100%	1265	1265	100%
Female	85	85	100%	80	80	100%
Total	**1344**	**1344**	**100%**	**1345**	**1345**	**100%**
Workers						
Male	859	859	100%	972	972	100%
Female	1311	1311	100%	1275	1275	100%
Total	**2170**	**2170**	**100%**	**2247**	**2247**	**100%**

10. **Health and safety management system:**

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

    Yes, An Occupational Health and Safety Management system compliant with applicable Indian Standards under the Factories Act has been implemented across all manufacturing facilities, warehouses, and offices. The Company has established a documented health and safety framework with an approved Health and Safety Manual. Hazardous conditions and practices are systematically identified, documented, and remediated through defined corrective action processes. A structured training program covers critical areas including chemical handling, personal protective equipment usage, hazardous gas management, fire preparedness, and permit-to-work procedures. Incident and accident registers are maintained to record first-aid cases, medical treatments, and reportable incidents. Permit-to-work systems and lockout/tagout procedures are implemented for all non-routine activities to ensure operational safety and risk mitigation.

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 has deployed a comprehensive Hazard Identification and Risk Assessment (HIRA) process to systematically identify potential health and safety risks. Workplace activities, equipment and operating environments are continually analyzed to detect hazards such as machinery malfunctions, chemical exposures or ergonomic issues. Risks are then assessed for severity and likelihood, prioritized and mitigated through controls, training or engineering solutions, ensuring a safer workplace for employees and workers, which is compliant with regulations. The Company has also implemented a Permit to Work system in manufacturing operations, which mandates controls, worker authorization and supervision, thus minimizing risks through clear procedures and accountability. Mock safety drills are also conducted on a regular basis to evaluate preparedness against emergency scenarios.

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

Within production operations, sectional safety in-charges maintain incident registers to record near misses, first-aid cases, lost-time injuries, medical treatment cases and unsafe acts, among others. Employees and workers are required to report such incidents to the respective safety in-charges, and based on the severity and risk involved, the line manager authorizes their removal from the related activity.

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

Yes. The employees of the entity have access to non-occupational medical and healthcare services. The organization provides facilities and arrangements that enable workers to seek medical consultation, preventive care, and general health services beyond occupational requirements with free of cost. The Company provides free-of-cost annual health checkups for all employees and workers. Employees & workers are provided with Mediclaim group insurance and those who were not covered under Mediclaim group insurance have access to social security benefits under the Employees’ State Insurance Corporation scheme.

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	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

*Including in the contract workforce

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

The Company places significant emphasis on ensuring a safe and healthy workplace for all employees and workers. It has implemented comprehensive policies and procedures aimed at maintaining the highest standards of workplace safety and health. Regular evaluations and risk assessments of the work environment are conducted to identify and eliminate potential hazards involving unsafe acts. Targeted occupational health and safety training sessions are routinely conducted to educate the employees & workers on safe work practices. Emergency Preparedness and Response procedures have also been implemented at the manufacturing facilities to address contingencies arising through emergencies such as fires, gas leaks or natural disasters.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. **Assessments for the year:**

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

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.**

Not applicable as no significant risks or concerns arose from assessments of health & safety practices and working conditions during FY 2025-26. Moreover, no safety-related incidents took place during the same period.

Leadership Indicators

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

Yes - The Company provides Group Term Life Insurance (GTLI) coverage for employees and Workmen Compensation Policy (WC Policy) for workers, which provide financial compensation to nominees in the event of death.

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 ensures compliance with statutory obligations by verifying statutory returns filed by contractors before processing respective payments. This includes reviewing documentation and evidence of deductions and deposits, to confirm accuracy and adherence to regulations. Only after successful verification does the Company proceed with payments.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes. The Company facilitates continued employability by providing eligible retired employees with opportunities to continue their association with the organization as consultants, based on business requirements, their expertise, and mutual agreement. This approach enables the Company to retain valuable institutional knowledge while supporting employees in transitioning from full-time employment to consulting roles following retirement.

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	Suppliers representing 90% of procurement spend have been assessed on ESG parameters including health & safety practices.
Working Conditions	Suppliers representing 90% of procurement spend have been assessed on ESG parameters including health & safety practices.

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

The Company did not encounter any significant risks or concerns from the supplier assessments conducted during FY 2025- 26; consequently, no corrective actions are required. The Company has established a mechanism requiring new and existing vendors to undergo self-assessments covering social parameters including health and safety, working hours, and working conditions. The Company engages proactively with the supplier to facilitate remediation in case material issues are identified. Unresolved issues may result in contract termination and supplier replacement.

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 has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at the Company considers the following aspects in the identification process:

- Dependency – groups or individuals who are directly or indirectly dependent on the Company's activities, products or services and associated performance, or on whom the Company is dependent in order to operate.
- Responsibility – groups or individuals to whom the Company has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities.
- Attention – groups or individuals who need immediate attention from the Company about financial, wider economic, social or environmental issues.
- Influence – groups or individuals who can have an impact on the Company or a stakeholder's strategic or operational decision-making.
- Diverse perspectives – groups or individuals whose versatile views can lead to a new understanding of business situations and identification of opportunities for actions that may not otherwise occur.

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

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and shareholders	No	• Annual General Meeting • Shareholder meets • Email • Stock Exchange (SE) intimations • Investor/analysts meet/ conference calls • Annual report, quarterly results media releases • Company's website	Quarterly, annually and periodically as and when required	• Share price appreciation • Dividends • Profitability and financial stability • Implementation of robust ESG practices • Growth prospects • Risks and opportunities
Government / regulatory authorities	No	• Reporting / filings • Submissions / applications • Industry forum meets • Representations in person • Attending workshops organized by regulatory authorities	On periodic basis as provided under relevant legislations	• Matters pertaining to compliance with applicable laws • Industry concerns • Changes in regulatory frameworks • Skill and capacity building

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Dealers	No	• Email • Regular meetings • In-person visits / interviews • Satisfaction surveys	Ongoing	• Product quality and availability • Responsiveness to customer needs • After-sales service • Safety awareness
Customers	No	• Email • Advertisements • Website • One-to-one communication channels • In-person meetings	Ongoing	• Product quality • Planning and forecasting • Pricing and business plans
Suppliers	No	• Email • Supplier meetings • In-person visits	Ongoing	• Production planning • Invoicing • Bill payments • ESG capability development
Employees and workers	No	• Email • Meetings • Notice board • Website • HR Management System • Welfare camps and related activities • Internal and external trainings	Ongoing	• Creation and implementation of transparent policies • Equal opportunities • Implementation of a system-driven culture which fosters professionalism and trust, thus motivating employees and subsequently enhancing retention • Prioritization of upskilling, culture management and workplace safety, in order to strengthen employee relations and ensuring smooth business operations.
Bankers	No	• Periodic meetings • Periodic reporting • Email	As per requirement	• Strengthening understanding of banking compliances • Maintaining rapport with banking partners • Banking / credit facilities

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	No	• Meetings of community representatives, local authorities and the Company's location heads • Community visits and CSR projects in partnership with local charities • Volunteering activities • CSR Partners' meet directly or through the Company's foundation	Ongoing	• Integrated water management and availability of clean water • Natural resource management • Livelihood support • Disaster relief • Education • Skill development • Farmer safety
Industry and trade associations	No	• Email • Regular meetings • Periodic reports	Ongoing	• Deliberations on policies
Professionals and consultants	No	• Email • Need-based meetings • Periodic reports	Ongoing	• Compliance with legal requirements • Advice on business, legal, tax and ESG related issues

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.**

   Key results, business requirements, issues, concerns and grievances of external stakeholders are captured by respective points of contact and business function heads at the Company and addressed in a timely and comprehensive manner as per defined protocols. Matters requiring top management intervention are taken up with the Board of Directors by concerned business function heads.

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 identified material ESG issues through interactions with various business function heads, who provided representative inputs on behalf of external stakeholders based on their issues, expectations and business priorities.

   The Company considers stakeholder engagement to be an imperative step towards design and development of internal policies, operating procedures and business processes. For instance, ESG topics such responsible procurement, human rights and employee welfare, among others, have been identified to be high priority areas by its customers and trade partners in export markets. Pursuant to this, the Company took up requisite projects, established business processes and obtained a number of internationally recognized certifications in the areas of supply chain, human rights, employee relations and occupational health & safety, among others. These also led to the creation of external and internal policies such as Responsible Sourcing Policy, Equal Opportunity Policy, Stakeholder Management Policy and others, as seen in Section B of this report.

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

   None of the Company's stakeholders have been identified as vulnerable or marginalized.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 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	1334	1334	100%	1331	1331	100%
Other than Permanent	10	10	100%	14	14	100%
Total	**1344**	**1344**	**100%**	**1345**	**1345**	**100%**
Workers						
Permanent	2	2	100%	27	27	100%
Other than Permanent	2168	2168	100%	2220	2220	100%
Total	**2170**	**2170**	**100%**	**2247**	**2247**	**100%**

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

	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (B)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/ D)
Employees										
Permanent										
Male	1249	0	0%	1249	100%	1252	0	0%	1252	100%
Female	85	0	0%	85	100%	79	0	0%	79	100%
Other than Permanent										
Male	10	0	0%	10	100%	13	0	0%	13	100%
Female	0	0	0%	0	0%	1	0	0%	1	100%
Workers										
Permanent										
Male	2	0	0%	2	100%	23	0	0%	23	100%
Female	0	0	0%	0	0%	4	0	0%	4	100%
Other than Permanent										
Male	857	76	9%	781	91%	949	544	57%	405	43%
Female	1311	9	1%	1302	99%	1271	1146	90%	125	10%

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) *	3	336,00,000	0	0
Key Managerial Personnel	2	1,75,79,322	1	28,18,872
Employees other than BoD and KMP	1254	4,13,916	84	4,41,336
Workers**	2	1,84,806	-	-

*Figures provided for Board of Directors are representative of Executive Directors only

**Non-Permanent workers are not included for calculation of Median Wages

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	16.34%	17.67%

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

Yes. The Company is committed to upholding human rights and has designated the HR Manager to oversee resolution of related concerns. The individual possesses expertise and organizational support to ensure alignment with the Company's human rights commitments. Through periodic evaluations, stakeholder collaboration, and partnerships with relevant organizations, the Company proactively identifies and addresses potential human rights issues. The Company has instituted a Whistleblower Policy and Grievance Redressal Procedure Policy to facilitate reporting and timely resolution of violations. Human rights is incorporated as a key topic in internal committees including the Grievance Redressal Committee, Works Committee, and Canteen Committee.

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

The Company is dedicated to fostering a workplace environment where every employee feels safe, valued, and respected. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committees (ICCs) have been constituted to ensure that any complaints pertaining to sexual harassment are addressed promptly and in a fair manner. Additionally, the Company's Code of Conduct serves as a guiding framework for the proactive resolution of workplace issues, ensuring they are handled with due diligence and integrity. Employees are further provided with a secure and confidential channel to report workplace malpractices under the Company's Whistle Blower Policy. Collectively, these measures underscore the Company's steadfast commitment to nurturing an ethical, inclusive, and supportive work environment for all its employees.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is firmly dedicated to maintaining discrimination and harassment-free workplace. It has a zero-tolerance policy towards such misconduct, considering it completely unacceptable. It actively encourages reporting of any concerns related to discrimination and harassment and is committed to promptly addressing complaints regarding harassment or any form of unwelcome or offensive behavior. Regular awareness and training sessions are conducted to ensure that employees are well-informed about the various aspects of discrimination and harassment and are familiar with the available redressal mechanisms. The Whistle Blower Policy, PoSH Policy and Grievance Redressal Procedure Policy provide sufficient safeguards for protection of complainants against reprisal wherein the identity of the complainant is kept confidential.

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

Yes, at the time of onboarding, all suppliers, dealers and contractors are required to acknowledge human rights requirements stipulated within the Company's Responsible Sourcing policy, which forms an addendum to all business agreements and contracts. The requirements are based on Indian regulations and global standards, covering key human rights topics such as fair wages, anti-discrimination, humane treatment, anti-child labour and anti-forced labour, among others. These requirements are a crucial aspect of the onboarding process, ensuring that all business partners align with the Company's commitment to human rights and responsible business practices.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
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.

The Company did not identify any significant risks / concerns from the above assessments during FY 2025-26, and consequently there are no corrective actions to be reported.

Leadership Indicators

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

The Company constantly engages with its stakeholders across the value chain for devising programmes that support human rights and social development in an integrated manner. The Company's policies encompass its commitment to human rights aspects such as self-respect and dignity, prevention of child labour / forced labour, promotion of inclusive workplace, fostering relationships with value chain partners, upholding occupational health & safety, transparency, anti-bribery and corruption and exemplary personal conduct. It stands committed to incorporating necessary systemic and policy-level changes in its operations, as and when human rights grievances and complaints are encountered within the value chain.

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

   The Company manages various human rights related impacts, risks and opportunities in its value chain through a range of internal compliance initiatives, external audits and third-party certifications. This ensures ethical practices and respect for human rights across the entire ecosystem through assessments, engagement, and collaboration.

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?**

   Most of the Company's establishments are accessible to differently abled individuals (including visitors), with facilities like Persons with Disabilities (PWD) friendly entrance, wheelchair compatibility and accessible washrooms.

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	Suppliers representing 90% of procurement spend have been assessed on the mentioned parameters.
Discrimination at workplace	
Child labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

   No significant risks or concerns arose from the supplier assessments conducted during FY 2025-26. The Company has implemented a mechanism where both new and existing suppliers are subject to self-assessment. These evaluations cover parameters related to child labour, forced labour, freedom of association, wages, discrimination and collective bargaining, among others. If any significant issues are identified, the Company reserves the right to terminate the contract with those suppliers and seek alternatives.

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:**

Parameter	FY 2025-26	FY 2024-25*
From renewable sources		
Total electricity consumption (A)	12,488.14	4,730.89
Total fuel consumption (B)	12,33,572.09	13,73,233.58
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**12,46,060.23**	**13,77,964.47**
From non-renewable sources		
Total electricity consumption (D)	2,03,419.66	1,71,006.58
Total fuel consumption (E)	1,08,634.38	2,74,501.13
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**3,12,054.04**	**4,45,507.71**
Total energy consumed (A+B+C+D+E+F)	**15,58,114.26**	**18,23,472.18**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000070 GJ / INR Revenue	0.00011 GJ / INR revenue
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) #	0.0014 GJ / US$ PPP adjusted revenue	0.0022 GJ / US$ PPP adjusted revenue
Energy intensity per employee	1,159.3112 GJ / Employee	1,355.7414 GJ / Employee
Energy intensity in terms of physical output	86.40 GJ / MT Production	100.5166 GJ / MT production

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) based on the latest conversion factors published by the International Monetary Fund (IMF) for India. For the financial years ended March 31, 2026, and March 31, 2025, PPP conversion factors applied are 20.34 and 20.66 respectively.

* The energy consumption figures reported for FY 2024–25 have been restated due to reclassification of non- renewable to renewable energy for consistency with FY 2025–26 figures.

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

Yes, SGS India Private Limited has provided limited assurance on data reported under this indicator for the FY 2025-26.

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

Not applicable, as the Company has not been identified among designated consumers (DCs) under the Perform, Achieve and Trade (PAT) scheme of the Government of India.

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	0	0
(ii) Groundwater	8,45,592	8,15,359
(iii) Third party water	1,879	0
(iv) Seawater / desalinated water	0	0

Parameter	FY 2025-26	FY 2024-25**
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**8,47,470**	**8,15,359**
Total volume of water consumption* (in kilolitres)	**8,44,545**	**8,15,359**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00003811 KL / INR revenue	0.00004746 KL / INR revenue
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total water consumption / Revenue from operations adjusted for PPP)	0.000775 KL / US$ PPP adjusted revenue	0.0009805 KL / US$ PPP adjusted revenue
Water intensity in terms of physical output	46.83 KL/MT production	44.95 KL / MT production
Water Intensity (optional) – the relevant metric may be selected by the entity (Per employee) (Total water consumed / Total employees in the organization)	628 KL/ total employees	606.21 KL/ total employees

*Water consumption is estimated based on the document by the Central Ground Water Authority (CGWA), which specifies that a water requirement of office employee which is 45 litres per day per head. The document also specifies the breakup of 45 litres per day per head into 20 litres per day per head for flushing and 25 litres per day per head for domestic use. This quantity is recorded as water withdrawn from third party source i.e. local municipalities.

Further the water discharged is considered as aggregate of 80% of the water withdrawn for domestic consumption from source based on Central Pollution Control Board (CPCB) database report dated December 24, 2009 and 20 litres per day per head for flushing. Therefore, water consumption is reported as "Water Withdrawal – Water Discharge = Water Consumption".

** Other water figures of FY 2024–25 has been restated for maintaining consistency with water consumption figures of FY 2025–26.

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) based on the latest conversion factors published by the International Monetary Fund (IMF) for India. For the financial years ended March 31, 2026, and March 31, 2025, PPP conversion factors applied are 20.34 and 20.66 respectively.

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

Yes, SGS India Private Limited has provided limited assurance on data reported under this indicator for the FY 2025-26.

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	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of Treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil

Parameter	FY 2025-26	FY 2024-25
(v) Others	1670	Nil
- No treatment	80	Nil
- With treatment – Secondary treatment	1590	Nil
Total water discharged (in kilolitres)	**1670**	**Nil**

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

Yes, SGS India Private Limited has provided limited assurance on data reported under this indicator for the FY 2025-26.

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

Yes, Zero Liquid Discharge (ZLD) technology has been deployed at the Company's production sites in order to eliminate wastewater generation and discharge outside plant premises during instant coffee production. The equipment at its plants are capable of treating 1390 KL wastewater.

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	Metric tonnes	34.74	51.53
SOx	Metric tonnes	29.56	34.29
Particulate matter (PM)	Metric tonnes	67.05	57.15
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

The above figures correspond to air emissions from the Company's manufacturing facilities.

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 assurance has been carried out in the Current Reporting period.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12,227.58	35,668.83*
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	40,118.88	34,533.83
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent / INR revenue	0.00000236	0.000004086
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 CO2 equivalent / US$ PPP adjusted revenue	0.00004805	0.0000844
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent / MT production	2.90	3.87

In the current year the Biogenic emission for the organisation is 1,21,551.65 MTCO2e which is not considered in the above information.

*The scope 1 emission figures for FY 2024–25 have been restated due to reclassification of energy consumption figures

** The revenue from operations has been adjusted for Purchasing Power Parity (PPP) based on the latest conversion factors published by the International Monetary Fund (IMF) for India. For the financial years ended March 31, 2026, and March 31, 2025, PPP conversion factors applied are 20.34 and 20.66 respectively.

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

Yes, SGS India Private Limited has provided limited assurance on data reported under this indicator for the FY 2025-26.

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

The Company is committed to reducing its dependence on non-renewable resources. It continues to invest in technologies and initiatives that promote resource conservation, energy efficiency, and fuel substitution, with the long-term objective of minimizing its environmental footprint and preserving natural resources for future generations.

With a view to reducing its dependence on grid electricity and the associated Scope 2 greenhouse gas emissions, the Company has already commissioned a 0.9 MW solar power plant at its manufacturing facility in Kuvvakolli, Tirupati District, Andhra Pradesh. Additionally, during FY 2025–26, the Company installed and commissioned a 100 kW rooftop solar power system at its Corporate Office in Banjara Hills, Hyderabad. Electricity generated from the Company's solar power installations was utilized for captive consumption, resulting in the avoidance of approximately 971 tCO_2-e of Scope 2 greenhouse gas emissions during FY 2025–26.

During the year, the Company also procured renewable electricity for consumption across its operations. Renewable electricity accounted for 5.78% of the Company's total electricity consumption during the year.

Further, the Company approved availing of power under the group captive mode through a Special Purpose Vehicle (SPV) and will enable the Company to access approximately 7.9 MW of renewable wind and solar energy. The investment is being undertaken in line with regulatory requirements as stated under the applicable Indian Electricity Laws to become a Captive Consumer of Power and also align with the Government's renewable energy policy. This acquisition will result in lower electricity costs and ensure a reliable green power supply, thereby promoting sustainable ESG.

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)*	138.995	11.74
E-waste *(B)*	NIL	NIL
Bio-medical waste *(C)*	0.011	NIL
Construction and demolition waste *(D)*	NIL	NIL
Battery waste *(E)*	0.628	NIL
Radioactive waste *(F)*	NIL	NIL
Other Hazardous waste. Please specify, if any. *(G)*	304.661	328.549
Other Non-hazardous waste generated *(H)*. – Coffee spent, Boiler ash, Office & General waste among others	35,545.293	35,358.233
Total (A+B + C + D + E + F + G + H)	**35,989.588**	**35,698.522**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000001624 tonnes / INR revenue	0.0000020779 tonnes / INR revenue

Parameter	FY 2025-26	FY 2024-25 ***
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total waste generated / Revenue from operations adjusted for PPP)	0.00003303 tonnes / US$ PPP adjusted revenue	0.00004293 tonnes / US$ PPP adjusted revenue
Waste intensity in terms of physical output	1.995652 tonnes/ MT production	1.967836 tonnes / MT production
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	12,764.05	14,356.51
(ii) Re-used	21,560.38	21,000.18
(iii) Other recovery operations	NIL	NIL
Total	**34,324.43**	**35,356.69**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	**0.1614**	NIL
(ii) Landfilling	345.35	NIL
(iii) Other disposal operations	1,362.20	295.834
Total	1707.716	295.834

* As per Annual report of CPCB for 21-22, estimated amount waste generation per capita/per day between the range of 98.79 grams/person/day to 123.45 grams/person/day. The company has considered 123.45 grams per person per working day for locations where actual waste generation data is not available.

** The revenue from operations has been adjusted for Purchasing Power Parity (PPP) based on the latest conversion factors published by the International Monetary Fund (IMF) for India. For the financial years ended March 31, 2026, and March 31, 2025, PPP conversion factors applied are 20.34 and 20.66 respectively.

*** Other Non-hazardous waste (majorly consisting of Coffee spent & Boiler Ash) and Plastic waste figures reported for FY 2024–25 have been restated to maintain consistency with figures reported in FY 2025-26.

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

Yes, SGS India Private Limited has provided limited assurance on data reported under this indicator for the FY 2025-26.

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 waste.

The Company continuously undertakes measures to improve material and process efficiency across its manufacturing operations with the objective of minimizing waste generation. It has established arrangements with authorized agencies and recycling facilities to ensure that waste generated from its premises is managed and disposed of in a responsible manner. The Company does not use hazardous or toxic chemicals as input materials in its production processes at any of its plants.

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 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.
The Company does not have any offices or operational sites in the vicinity of ecologically sensitive areas.			

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
The Company did not undertake any projects which required conducting Environmental Impact Assessments during FY 2025-26.					

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
The Company maintains full compliance with all applicable environmental legislation and regulations in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules.				

Leadership Indicators

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

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

(i) Name of the area – NA

(ii) Nature of operations - NA

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloletres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater/ desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloletres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed/ Revenue from operations adjusted for PPP)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

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

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 assurance has been carried out in the Current Reporting period.

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

   The Company is in the process of calculating its Scope 3 GHG emissions. The corresponding disclosures will be included in the Sustainability Report for FY 2025–26 upon completion of the assessment.

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 as the Company does not have any offices or operational sites in the vicinity of ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	**Substitution of grid electricity with solar energy**	With a view to reducing its dependence on grid electricity and the associated Scope 2 greenhouse gas emissions, the Company has established a 0.9 MW solar power plant at its manufacturing facility in Kuvvakolli, Tirupati District, Andhra Pradesh. Additionally, during FY 2025–26, the Company installed and commissioned a 100-kW rooftop solar power system at its Corporate Office in Banjara Hills, Hyderabad.	Electricity generated from the Company's solar power installations was utilized for captive consumption, resulting in the avoidance of approximately 971 tCO_2-e of Scope 2 greenhouse gas emissions during FY 2025–26.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	**Substitution of coal used in boilers with organic spent coffee waste.**	The Company is committed to reducing its dependence on fossil fuels by promoting the use of renewable and circular fuel sources in its manufacturing operations. As part of this commitment, the boilers at its manufacturing facilities have been optimized to utilize organic spent coffee waste generated during the manufacturing process as an alternative fuel. During FY 2025–26, the Company utilized 20,476 MT of spent coffee waste, contributing to resource efficiency, waste valorization, and the advancement of circular economy practices.	Spent coffee waste constituted 22% of the energy consumed within boilers at the Company's manufacturing facilities during FY 2025-26, leading to the avoidance of approximately 19,568 MT of coal.

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

The Company has embedded aspects of business continuity and operational stability in its strategic planning and day-to-day practices. The presence of comprehensive corporate policies and site-level procedures ensures uninterrupted operations and harmonious work environment, while adaptable capacity across manufacturing units allows swift production adjustments to minimize delays. The Company has implemented a well-structured people management strategy, which promotes skill transfer between plants, enhancing workforce adaptability and flexibility. A diversified supplier base spanning 15–20 countries reduces dependency risks, particularly in green coffee supply. High-quality insured machinery has been deployed at the manufacturing plants, which safeguards the Company against physical hazards like fires, earthquakes and cyclones, ensuring operational stability. The Company has also tied up with local fire tenders and hospitals in order to effectively tend to its workforce in the event of exigencies.

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's Responsible Sourcing policy ensures robust supplier assessment and engagement, mandating compliance with ethical, legal and environmental standards through contractual agreements. The policy requires suppliers to conduct environmental risk assessments, establish management systems for continuous improvement and demonstrate environmental stewardship aligned with local, national and international requirements. Suppliers are also monitored through audits and site visits, in order to ensure transparency and continuous improvement. These measures collectively aim to mitigate any significant adverse environmental impacts caused by value chain partners, ensuring long-term sustainability and alignment with its ethical and operational expectations.

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

Suppliers representing 90% of procurement spend have been assessed on environmental parameters.

8. How many Green Credits have been generated or procured by the listed entity?

The Entity did not generate or procure any Green Credits during the financial year under review.

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.** - 7

   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	Coffee Board of India	National
2	Export Promotion Council for EOUs and SEZs (EPCES)	National
3	Federation of Indian Export Organization (FIEO)	National
4	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	National
5	Indo American Chamber of Commerce (IACC)	National
6	Indo German Chamber of Commerce (IGCC)	National
7	National Coffee Association (NCA), USA	International

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

Name of authority	Brief of the case	Corrective action taken
The Company did not receive any adverse order related to anti-competitive conduct from any of the regulatory authorities during FY 2025-26		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company is affiliated with trade and industry chambers/associations but did not actively advocate for or against any public policy positions.					

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 Web link
The Company did not undertake any projects which required conducting Social Impact Assessments during FY 2025-26.					

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	Amounts paid to PAFs in the FY (In INR)
The Company did not undertake any projects which necessitated Rehabilitation and Resettlement of any concerned stakeholders during FY 2025-26.						

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

Community members can send their concerns or grievances to the Company's registered office. The Company has also placed manual registers at each factory, for capturing grievances of community members and ensuring their resolution in a just, fair and timely manner. The grievances are reviewed by various factory managers and the Company Secretary, and remedial measures are undertaken as per internally defined protocols. The above may be located in the company's CSR policy: *https://www.cclproducts.com/wp-content/uploads/2025/07/CSR-Policy.pdf*

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*	17.16 %	21.69%
Directly from within India	51.67%	41.67%

* Total purchases definition is in accordance with Industry Standards on Reporting of BRSR Core

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%	0.00%
Semi-urban	52.49%	45.79%
Urban	3.60%	6.10%
Metropolitan	43.92%	48.11%

* The figures reported for FY 2024–25 have been restated to align with guidelines issued by the Reserve Bank of India (RBI).

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):**

   The Company did not undertake any projects which required conducting Social Impact Assessments during FY 2025-26.

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Andhra Pradesh	Alluri Sitharamaraju	5,500,000

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

   No. The Company does not have a procurement policy which gives preference to suppliers comprising marginalized / vulnerable groups.

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

   The Company has not identified any marginalized / vulnerable suppliers.

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

   Not applicable as the Company has not identified any marginalized / vulnerable suppliers.

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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
No intellectual properties, based on traditional knowledge, were owned or acquired by the Company during FY 2025-26.				

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
The Company was not subject to any intellectual property-related disputes during FY 2025-26, and consequently there are no corrective actions to be reported.		

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

Essential Indicators

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

   The Company has instituted robust mechanisms for receiving and addressing customer complaints and feedback. These include accessible and dedicated customer support channels such as helplines, email, online contact forms on the Company's Direct-to-Consumer (D2C) website, and social media platforms, enabling customers to conveniently submit their complaints or share feedback. All complaints received are reviewed by the Customer Relations Officer, and appropriate remedial actions are initiated in accordance with internally established protocols. Regular communication is maintained with customers to ensure they remain informed of the progress and resolution of their complaints. The Company has also put in place a dedicated CRM team so that any complaint from consumers can be addressed fast.

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:**

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Received during the year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	83	0	Pertains to product delivery timelines, quality, e-commerce experience etc.,	51	0	Pertains to product delivery timelines, quality, e-commerce experience etc.,

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 cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   The Company has established a comprehensive Cybersecurity and Data Privacy Policy available at *https://www.cclproducts.com/wp-content/uploads/2025/07/Cyber-Security-and-Data-Privacy-Policy.pdf* The policy provides a robust framework addressing cybersecurity and data privacy risks in alignment with India's Information Technology Act, 2000. It includes proactive measures to protect personal data through regular audits, incident response protocols, and legal compliance, demonstrating commitment to safeguarding sensitive information against breaches and unauthorized access. A Grievance Officer has been appointed to address stakeholder concerns related to data privacy and cybersecurity.

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.**

   The Company did not receive any complaints regarding the aforementioned issues during FY 2025-26, and consequently there are no corrective actions to be reported.

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

   a. Number of instances of data breaches - NIL

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

   c. Impact, if any, of the data breaches – Not Applicable

Leadership Indicators

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

CCL's Corporate Website	*https://www.cclproducts.com/*
CCL's Official Business Website	*https://shop.continental.coffee/*
Continental Coffee on Instagram	*https://instagram.com/Continentalcoffeeindia/*
Continental Coffee on Facebook	*https://www.facebook.com/officialcontinentalcoffee/*
Continental Coffee on LinkedIn	*https://in.linkedin.com/company/continental-coffee-pvt-ltd-india*
Continental coffee on Youtube	*https://www.youtube.com/@continentalcoffee6184*
Continental coffee on in X	*https://x.com/continentalkofi*

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

   The Company complies with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship. In line with country-specific regulations around product labelling and marketing, the Company ensures that its product packaging provides essential details such as ingredients, expiry date and usage guidelines, among others, to enable safe and responsible consumption. Customer helpline coordinates are also printed on its packaging in order to facilitate feedback and complaints. Additionally, the Company's website also provides information related to products and processes.

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

   The Company is not engaged in providing essential services. However, it has institutionalized necessary mechanisms to inform consumers in the event of major supply or production related disruptions, including information dissemination through websites, stock exchange disclosures, publications and social media accounts.

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)**

   As part of the Company's focus towards customer satisfaction and compliance, it emphasizes compliance with product information and labelling related norms across countries where it sells its products. The Company also carries out a third-party brand health survey annually in order to evaluate customer awareness and satisfaction around its brand in South India. The survey is based on pillars of customer engagement such as brand awareness, effectiveness of marketing communications, product quality and satisfaction with the product. A key aspect of the survey involves rigorous quantitative evaluation of the reasons for customer fallout. Data collected through the survey enables the Company to take data-driven decisions in order to internalize improvements across various product segments and business functions. The Company has also put in place a dedicated CRM team so that any complaint from consumer can be addressed fast.

INDEPENDENT LIMITED ASSURANCE STATEMENT

Independent Assurance Statement to CCL Products (India) Limited on its BRSR Core Indicators for FY 2025-26

To

The Board of Directors,

CCL Products (India) Limited,

Corporate office: 8-2-269/4A, Road No 2, Banjara Hills, Hyderabad - 500034, Telangana, India.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by CCL Products (India) Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 01, 2025, to March 31, 2026. SGS India has conducted a Limited level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared in accordance with the following

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, by listed entities (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026), dated 30 January 2026 circular.
2. Greenhouse Gas Protocol Standard.
3. ISO 14064-1:2018 Standard.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all internal and external Stakeholders of CCL Products (India) Limited.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Limited level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Limited level of Assurance, which is a Moderate level of assurance in accordance with ISAE 3000 (Revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from CCL Products (India) Limited being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders. The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 01, 2025, to March 31, 2026. The reporting scope and boundaries include the corporate office, branch office, warehouses and manufacturing facilities located across different states in India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and

essential indicators, and assessing the internal control mechanisms in place to ensure data quality.

- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S. No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope 1 +2)
2	Water footprint	≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity

S. No.	BRSR Core Attribute	BRSR Core Indicator
4	Embracing circularity	≈ Plastic waste ≈ E-waste ≈ Bio-medical waste ≈ Construction and demolition waste ≈ Battery waste ≈ Radioactive waste ≈ Other Hazardous waste ≈ Other non-hazardous waste generated ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	≈ Spending on measures towards the well-being of employees as a % of the total revenue of the Company ≈ Details of safety-related incidents for employees
6	Enabling gender diversity in business	≈ Gross wages paid to females as % of wages paid. ≈ Complaints on POSH
7	Enabling inclusive development	≈ Input material sourced from MSMES/ small producers as % of total purchases. ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ≈ Number of days of Accounts Payable
9	Openness of business	≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

Sd/-
Kalpesh Thombare
Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India.
July 27, 2026.

Sd/-
John Wesley M
Lead Verifier – ESG & Sustainability Services, SGS India.
Team Member: Vaibhavi Kulkarni
July 27, 2026.