Shree Renuka Sugars Limited

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**2025–26**

*Crafting a Sweeter, More Sustainable Future*



**Shree Renuka Sugars Ltd.**
**www.renukasugars.com**

*Shree Renuka Sugars Limited ("SRSL" or "the Company") is one of the prominent diversified integrated agribusiness and bio-energy companies engaged in sugar manufacturing, refining, ethanol production, generation of renewable energy and manufacturing of branded sugar products. The Company's integrated business model helps in creating value and making the best use of resources for food and energy security of India and in promoting transition towards a low carbon economy.*

*SRSL's long-term business strategy is based on sustainability. The Company further consolidated its sustainability initiatives in FY 2025–26 by scaling up ethanol production to fuel the Ethanol Blended Petrol (EBP) programme, further strengthening its renewable energy generation initiatives through bagasse-based cogeneration, water conservation and circular resource management initiatives, and implementing afforestation and community development initiatives. Underpinned by responsible governance and stakeholder-focused growth, SRSL is dedicated to developing sustainable value and making a positive impact on the United Nations Sustainable Development Goals (SDGs).*

*The Business Responsibility and Sustainability Report (BRSR) for FY 2025–26 is prepared as per the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. It is a testament to SRSL's continuous efforts to align with globally acknowledged sustainability frameworks such as the United Nations Sustainable Development Goals (UNSDGs) and it reiterates the Company's long-standing commitment to Environmental, Social and Governance (ESG) principles.*

*Wherever possible, data for previous years has been rationalised to ensure consistency and comparability between reporting periods.*

**54,366**
Trees Planted

**941.82 Mn. Litres**
Recycled water used

**352 Mn. kWh**
Renewable Energy Generated

**20,550**
Training Hours

**169,192 KL**
Ethanol Produced

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2025–26

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

| | | |
|---|---|---|
| 1. | **Corporate Identity Number (CIN) of the Listed Entity** | L01542KA1995PLC019046 |
| 2. | **Name of the Listed Entity** | Shree Renuka Sugars Limited |
| 3. | **Year of incorporation** | 1995 |
| 4. | **Registered office address** | 2nd and 3rd Floor, Kanakashree Arcade, CTS No.10634, JNMC Road, Nehru Nagar, Belagavi – 590 010, Karnataka |
| 5. | **Corporate address** | 7th Floor, Devchand House, Shiv Sagar Estate, Doctor Annie Besant Road, Worli, Mumbai, Maharashtra – 400 018 |
| 6. | **E-mail** | groupcs@renukasugars.com |
| 7. | **Telephone** | 91- 831-2404000 |
| 8. | **Website** | https://www.renukasugars.com/ |
| 9. | **Financial year for which reporting is being done** | |

| | Start Date | End Date |
|---|---|---|
| Current Financial Year | April 1, 2025 | March 31, 2026 |
| Previous Financial Year | April 1, 2024 | March 31, 2025 |

| | | |
|---|---|---|
| 10. | **Name of the Stock Exchange(s) where shares are listed** | |

| Name of the Exchange | Stock Code |
|---|---|
| BSE Ltd. | 532670 |
| National Stock Exchange of India Ltd. | RENUKA |

| | | |
|---|---|---|
| 11. | **Paid-up Capital** | ₹ 2,128 million |

| | | |
|---|---|---|
| 12. | **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** | Mr. Deepak Manerikar<br>Company Secretary & Compliance Officer<br>Contact No.: +91-22-40011400<br>Email: groupcs@renukasugars.com |
| 13. | **Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** | The disclosures made under this report are made on a standalone basis for Shree Renuka Sugars Limited. |
| 14. | **Name of assurance or assessment provider[1]** | Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025. |
| 15. | **Type of assurance or assessment obtained** | Not Applicable for the reporting period as per SEBI Circular No. circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025. |

## 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 of Sugar | Manufacture, sale and marketing of sugar in various forms. | 88.15 |
| 2 | Manufacturing Ethanol | Manufacture, sale and marketing of distillery products such as Ethanol. | 10.83 |
| 3 | Generating Power | Power generated through cogeneration is sold to state government utilities, third parties. | 0.82 |

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

| S. No. | Product/ Service | NIC Code* | % of Turnover contributed |
|---|---|---|---|
| 1 | Sugar | 1072 | 88.15 |
| 2 | Ethanol | 2011 | 10.83 |
| 3 | Power | 3512 | 0.82 |

*Updated as per the National Industrial Classification (NIC) 2025.

## III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---|---|---|---|
| National* | 9 | 4 | 13 |
| International | 0 | 0 | 0 |

*Includes a co-generation unit at Ajinkyatara, Satara, which operates on Build-Own-Operate-Transfer [BOOT] basis.

1 The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March, 2025.

**19. Markets served by the entity:**

**a. Number of locations**

| Locations | Number |
|---|---|
| National (No. of States & UTs) | Pan India |
| International (No. of Countries) | 32 |

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

During the reporting period, exports contributed 72.05% of the Company's total turnover.

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

The Company serves a diversified customer base, including industrial clients, retail sugar buyers, and distillery customers such as oil marketing companies, liquor manufacturers, pharmaceutical firms, and co-generation power users, operating across both B2B and B2C segments.

## IV. Employees

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

**a. Employees and workers (including differently abled):**

| S. No. | Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|---|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | **EMPLOYEES** | | | | | |
| 1. | Permanent (D) | 1035 | 1009 | 97.49 | 26 | 2.51 |
| 2. | Other than Permanent (E) | 87 | 80 | 91.95 | 7 | 8.05 |
| **3.** | **Total employees (D + E)** | **1122** | **1089** | **97.05** | **33** | **2.94** |
| | **WORKERS** | | | | | |
| 4. | Permanent (F) | 654 | 654 | 100.00 | 0 | 0.00 |
| 5. | Other than Permanent (G) | 368 | 368 | 100.00 | 0 | 0.00 |
| **6.** | **Total workers (F + G)** | **1022** | **1022** | **100.00** | **0** | **0.00** |

**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 | 0.00 | 0 | 0.00 |
| 2. | Other than Permanent (E) | 0 | 0 | 0.00 | 0 | 0.00 |
| 3. | Total differently abled employees (D + E) | 0 | 0 | 0.00 | 0 | 0.00 |
| **DIFFERENTLY ABLED WORKERS** | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0.00 | 0 | 0.00 |
| 5. | Other than Permanent (G) | 0 | 0 | 0.00 | 0 | 0.00 |
| 6. | Total differently abled workers (F + G) | 0 | 0 | 0.00 | 0 | 0.00 |

Note: Owing to operational requirements, the Company's current workforce does not include differently abled employees; nevertheless, the Company continues to evaluate opportunities to promote inclusive employment in suitable roles.

**21. Participation/Inclusion/Representation of women**

| | Total (A) | No. and percentage of Females | |
|---|---|---|---|
| | | No. (B) | % (B / A) |
| Board of Directors* | 13 | 1 | 7.69 |
| Key Management Personnel** | 2 | 0 | 0.00 |

*Number of Board members does not include two Alternate Directors.

**KMP includes CS (Company Secretary) & CFO (Chief Financial Officer).

**22. Turnover rate for permanent employees and workers (in percent)**

| | FY 2025-26 | | | FY 2024-25 | | | FY 2023-24 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14.66 | 18.18 | 14.77 | 13.58 | 11.59 | 13.52 | 12.19 | 20.90 | 12.45 |
| Permanent Workers | 8.97 | 0.00 | 8.97 | 10.18 | 0.00 | 10.18 | 8.95 | 0.00 | 8.95 |

## 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 | Wilmar Sugar and Energy Pte. Ltd. (Formerly Wilmar Sugar Holdings Pte. Ltd.) | Holding | - | No |
| 2 | Gokak Sugars Ltd. | Subsidiary | 93.64 | No |
| 3 | KBK Chem Engineering Private Ltd. | Subsidiary | 100.00 | No |
| 4 | Anamika Sugar Mills Private Ltd. | Subsidiary | 100.00 | No |
| 5 | Renuka Commodities FZCO, Dubai | Subsidiary | 100.00 | No |
| 6 | Shree Renuka East Africa Agriventures PLC^ | Subsidiary | 99.99 | No |
| 7 | Shree Renuka Agri Ventures Ltd.* | Subsidiary | 100.00 | No |
| 8 | Monica Trading Private Ltd.* | Subsidiary | 100.00 | No |
| 9 | Shree Renuka Tunaport Private Ltd.* | Subsidiary | 100.00 | No |

^Struck off with effect from 17th March, 2026.

*Merged with Shree Renuka Sugars Limited with effect from 6th December, 2024

## VI. CSR Details

**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes. However, as the Company's average net profit for the three immediately preceding financial years, calculated in accordance with Section 198 of the Companies Act, 2013, is negative, there is no CSR liability for FY 2025-26.

**(ii) Turnover (in Rs.):** 85,220 Million

**(iii) Net worth (in Rs.):** (12.455) Million

## VII. Transparency and Disclosures Compliances

**25. Complaints/Grievance 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) | FY2025–26 Number of complaints filed during the year | FY2025–26 Number of complaints pending resolution at close of the year | FY2025–26 Remarks | FY 2024–25 Number of complaints filed during the year | FY 2024–25 Number of complaints pending resolution at close of the year | FY 2024–25 Remarks |
|---|---|---|---|---|---|---|---|
| Communities | Yes. Respective plant heads act as the primary grievance redressal points of contact. In addition, the Company has an established whistleblower mechanism as outlined in its Whistleblower Policy available at: https://renukasugars.com/pdf/corporate-governance/whistle-blower-policy.pdf | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | NA | 0 | 0 | NA | NA | NA | NA |
| Shareholders | Yes. The SEBI SCORES grievance redressal mechanism is in place and operational. Shareholders may also register grievances by writing to: groupcs@renukasugars.com/einward.ris@kfintech.com. | 2 | 0 | The Complaints were routine in nature and resolved with the help of Company's Registrar and Transfer Agent (RTA) i.e. KFin Technologies Limited. | 49 | 0 | The Complaints were routine in nature and resolved with the help of Registrar and Transfer Agent (RTA). |
| Employees and workers | Yes. Employees & workers can raise their grievances to respective Head of Department and can escalate it to HR Head. The Company has robust HR policies for workforce grievance management. | 0 | 0 | NA | 0 | 0 | NA |
| Customers | Yes. The Company operates a dedicated customer service department, accessible at customercare@renukasugars.com, which logs and investigates complaints and strives to provide timely resolutions. | 40 | 0 | Complaints were pertaining to the quality of sugar. | 51 | 0 | Complaints were majorly w.r.t. quality of the product and was resolved within the estimated timelines |
| Value Chain Partners | Yes. Value Chain Partner grievances are managed by the relevant Heads of Operations, ensuring resolution in line with internal SOPs. | 0 | 0 | NA | 0 | 0 | NA |

**26. Overview of the entity's material responsible business conduct 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[2]**

| 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 | Greenhouse Gas Emissions | Risk | The Company's processing activities, energy generation and transportation activities result in GHG emissions from its operations, which includes sugar manufacturing, ethanol distillation and power co-generation. Changing climate regulations and emission control requirements could drive up capital and operating expenses and impact efficiency. Also, volatility in fuel prices and supply issues could further affect business activities. Therefore, GHG management is key to reduce regulatory, operational and financial risks. | The Company aims to reduce GHGs by implementing innovative solutions to optimize the use of alternative and renewable fuels, such as biomass fuels produced by its activities, and to optimize fuel consumption in general. It is further developing its assets for renewable energy production to decrease reliance on grid electricity and decrease associated emissions. The Company also implements projects for the development of green belt and conducts environmentally responsible activities, including the transition to low Global Warming Potential (GWP) refrigerants and the use of environmentally friendly fuel substitutes in order to reduce the environmental impact and ensure sustainable operation. | Negative.<br>(There was no financial impact for the reporting year 2025-26) |
| 2 | Energy Management | Risk | The Company's manufacturing activities have high energy demand for manufacturing processes. Operational efficiency and total production costs will be directly affected by energy use. Changing climatic regulations, rising energy costs and fluctuations in electricity and fuel prices can affect the business and their profitability. The management of energy is therefore crucial to enhance energy efficiency, optimize energy use and reduce energy-related risks. | The Company is committed to effectively manage the energy related risks by improving the energy efficiency by conducting regular energy audit, setting energy reduction targets and implementing energy efficient technologies in its operations. It is still working towards the improvement of the utilization of renewable energy resources as an alternative to the traditional energy production methods, and is investigating energy monitoring and automation systems to maximize energy use and improve operational efficiency. These programs contribute to the Company's sustainability goals and lower energy costs, as well as better energy performance. | Negative.<br>(There was no financial impact for the reporting year 2025-26) |
| 3 | Water Management | Opportunity | Water is a key raw material for the Company's manufacturing processes and wastewater and effluents are a significant part of the Company's environmental footprint. The Company has adopted Zero Liquid Discharge (ZLD) technologies and has set up Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP) in its operations to mitigate these impacts. The programmes aim to reduce the environmental effects of water use by effectively treating and responsibly managing wastewater. The Company also encourages water conservation by implementing water reuse and rainwater harvesting measures, which further enhances its water management practices and contributes to its sustainability goals. | NA | Positive |

2 Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 31st July, 2026 at 12:58 IST

| 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 | Product Quality & Safety | Risk | It is important to ensure food safety and product quality to guarantee long-term business success. The risks of contamination, product quality problems or non-compliance with food safety standards could have a negative impact on consumer health, product recalls, regulatory action, and the Company's reputation. Therefore, the importance of good food safety management for the purpose of regulatory compliance, consumer trust and quality and integrity of the products of the Company is paramount. | The Company's food safety and quality management systems are continually being enhanced within its operations to ensure that its products always comply with relevant regulatory and quality requirements. It has developed quality control processes and has product testing and inspection processes at several stages of the production process to ensure the integrity of the product. The Company also conducts regular audits, training of employees and continuous process improvements to strengthen food safety, regulatory compliance, and customer trust in the products. | Negative.<br><br>(There was no financial impact for the reporting year 2025–26) |
| 5 | Employee Health Risk & Safety | Risk | Employees who work in manufacturing activities can be exposed to a wide range of occupational hazards such as machinery-related incidents, falls, transportation-related accidents, equipment-related failure or heat-related illness or injury. Failure to maintain safe and healthy working conditions at the workplace or failure to meet any applicable regulations could lead to an incident at the workplace, regulatory fines, operational delays, damage to reputation and the cost of corrective actions. Therefore, it is crucial to manage workforce health and safety effectively to ensure the continuity of operations and compliance with regulations, while also safeguarding the health and safety of workers. | The Company has a comprehensive approach to the management of workforce health and safety, with regular risk assessments, safety awareness and training programmes, appropriate use of personal protective equipment (PPE) and effective hazard control measures in place in all aspects of its operations. It also supports employee wellness with health and wellness programs, regularly reviews safety outcomes and fosters an environment where employees actively engage in workplace safety programs. These actions help to create a safer workplace, improve the Company's standing, boost morale and productivity, minimize employee turnover and build better community relations. | Negative.<br><br>(There was no financial impact for the reporting year 2025–26) |
| 6 | Supply Chain Management | Risk | The Company's environmental and social practices with its suppliers are also crucial in ensuring continuity of business and the confidence and reputation of its stakeholders, given that the Company has a large network of suppliers of sugarcane and other agricultural inputs. Failure to maintain the environmental compliance or lack of proper labour practice, dishonest behaviour or disruption in the supply chain could lead to regulatory penalties, reputational damage and higher operating expenses for the Company. Therefore, responsible sourcing and effective supplier engagement is vital to ensure supply chain resilience, reduce environmental and social risks and enable sustainable business practices. | The Company conducts thorough supplier risk assessments and proactively communicates with suppliers to encourage responsible business practices, as part of its efforts to address environmental and social risks in its ingredient supply chain. It implements awareness and capacity development initiatives to promote adherence to environmental, social and ethical requirements throughout its suppliers' chain. The Company also continues to work on the transparency of its supply chains, further develops its due diligence procedures and introduces contingency plans to strengthen its supply chain. These initiatives represent responsible sourcing, reduce possible disruptions, help maintain business continuity and are part of effective and sustainable supply chain management. | Negative.<br><br>(There was no financial impact for the reporting year 2025–26) |
| 7 | Materials Sourcing & Efficiency | Risk | The timely availability of good quality sugarcane and other agricultural inputs are essential for the Company's operations. Climate variability, water availability, shift in agriculture, crop disease, and volatility in prices may influence availability, quality and cost of raw materials, which could result in disruption of production and high operating costs. Therefore, responsible sourcing and building supply chain resilience are critical to guarantee a continuous flow of raw materials, continuity and operational stability and long-term business sustainability. | The Company is working to reduce risks in ingredient sourcing by intensifying the efforts to ensure the continued availability and quality of sugarcane, implementing responsible sourcing initiatives. It encourages sustainable agriculture; sustainable resource use and efficient production of crops; and responsible farming practices through awareness and capacity building programmes. The Company also regularly assesses sourcing risks and strives to maintain a stable and reliable supply of quality raw materials to ensure business continuity and long-term business resilience. | Negative.<br><br>(There was no financial impact for the reporting year 2025–26) |

# SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Policy and management processes** | | | | | | | | | | | |
| 1. | a. | Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | b. | Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | c. | Web Link of the Policies, if available | | | | | | | | | |

| Sr. No. | Name of policy | Link to Policy | Which Principles each policies goes into |
|---|---|---|---|
| 1 | Code of Internal Procedures and Conduct for Regulating, Monitoring and Reporting Trading by Insiders | https://renukasugars.com/pdf/corporate-governance/srsl-pit-code-of-conduct-002.pdf | P1, P7 |
| 2 | Dividend Distribution Policy | https://renukasugars.com/pdf/corporate-governance/dividend-distribution-policy.pdf | P3, P4 |
| 3 | Archival Policy | https://renukasugars.com/pdf/corporate-governance/archival-policy.pdf | P1 |
| 4 | Familiarisation Programme for Independent Directors | https://renukasugars.com/pdf/corporate-governance/familiarisation_programme_for_independent_directors.pdf | P1 |
| 5 | Policy on Corporate Social Responsibility | https://renukasugars.com/pdf/corporate-governance/policy-on-corporate-social-responsibility.pdf | P4, P8 |
| 6 | Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information | https://renukasugars.com/pdf/corporate-governance/code-of-fair-diclosure-web-site.pdf | P1 |
| 7 | Policy on Related Party Transactions[3] | https://renukasugars.com/pdf/corporate-governance/tpt-policy-srsl.pdf | P1 |
| 8 | Policy on Determining Material Subsidiaries | https://renukasugars.com/pdf/corporate-governance/policy-on-determining-material-subsidiaries.pdf | P1 |
| 9 | Nomination and Remuneration Policy[4] | https://renukasugars.com/pdf/corporate-governance/nomination-and-remuneration-policy-amended-9-8-2022.pdf | P1, P5 |
| 10 | Code of Business Conduct and Ethics for Board of Directors and Senior Management | https://renukasugars.com/pdf/code-of-business-conduct-and-ethics.pdf | P1 |
| 11 | Terms and Conditions of appointment of Independent Directors | https://renukasugars.com/pdf/corporate-governance/terms-and-conditions-of-appointment-of-independent-directors.pdf | P1 |

3 Amended in accordance with Regulation 23 of SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024

4 Amended in accordance with Regulation 19 of SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024

| Sr. No. | Name of policy | Link to Policy | Which Principles each policies goes into |
|---|---|---|---|
| 12 | Vigil Mechanism / Whistle Blower Policy | https://renukasugars.com/pdf/corporate-governance/whistle-blower-policy.pdf | P1, P3 |
| 13 | Policy on Determination of Materiality for Disclosure of Events or Information[5] | https://renukasugars.com/pdf/corporate-governance/policy-on-determination-of-materiality-for-disclosure-of-events-9-8-2022.pdf | P1 |
| 14 | Environment Health & Safety Policy | Available internally | P2, P6 |
| 15 | Talent Acquisition Process | Available internally | P8 |
| 16 | Workplace Health and Safety Policy | Formulated by Wilmar Group and adopted by the Company | P3 |
| 17 | High Risk Work Policy | Formulated by Wilmar Group and adopted by the Company | P3, P5 |
| 18 | Incident & Hazard Reporting Policy | Formulated by Wilmar Group and adopted by the Company | P3, P5 |
| 19 | Human Resource Management Policy | Available internally | P3 |
| 20 | Policy for Prevention of Sexual Harassment | Available internally | P5 |
| 21 | Procurement Policy | Available internally | P8 |
| 22 | Training & Developmental Policy | Available internally | P1, P3, P5 |
| 23 | Cyber Security Policy | Available internally | P9 |
| 24 | Workman Compensation Policy | Available internally | P3 |
| 2. | Whether the entity has translated the policy into procedures. (Yes / No) | Yes | |
| 3. | Do the enlisted policies extend to your value chain partners? (Yes/No) | The relevant policies, such as the Procurement Policy, has been extended to the value chain partners | |
| 4. | Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | For the Company's manufacturing units, it has obtained the following certifications:<br>• Athani – FSSC 22000/2018, ISO 14001/2015 & ISO 45001/2018<br>• Kandla – FSSC 22000/2018, AIB, Halal, Kosher, Export Inspection Council, ISO 14001/2015 & ISO 45001/2018<br>• Munoli – FSSC 22000/2018, ISO 14001/2015 & ISO 45001/2018<br>• Havalga – FSSC 22000/2018, ISO 14001/2015 & ISO 45001/2018 | |

5 Amended in accordance with Regulation 30 of SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024

| | | |
|---|---|---|
| 5. | Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company's operational approach and strategic framework are centred on climate action, employee well-being and robust corporate governance. As part of its ESG journey, SRSL aims to establish short, medium and long-term targets for key sustainability performance indicators, including:<br>1. Water management<br>2. GHG emissions reduction<br>3. Energy conservation<br>4. Value chain partners<br>5. Climate change mitigation<br>6. Waste management |
| 6. | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | |
| **Governance, leadership and oversight** | | |
| **7.** | **Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements**<br><br>Sustainability is an important part of how we grow our business. It guides the way we innovate, improve product quality, use resources efficiently and work towards reducing our environmental footprint. We are committed to Zero Liquid Discharge and generate a significant portion of our energy from bagasse, enabling us to make productive use of renewable biomass while reducing carbon emissions.<br><br>Production of ethanol is also a significant component of our contribution towards India's path of energy security and energy self-reliance. We are providing ethanol to oil marketing companies which will help in the vision of Atmanirbhar Bharat, reduce the dependence on imported fossil fuels, help in foreign exchange savings and will support the use of locally produced renewable fuel. Ethanol blending also helps India transition towards a cleaner energy mix by lowering carbon emissions.<br><br>In addition to our work, we collaborate closely with farmers and local communities to encourage more sustainable farming practices. These are our activities such as large plantation of trees, drip irrigation, waste management using biogas, and trash mulching, which help us conserve water and other natural resources and promote better and more sustainable agricultural practices.<br><br>In the future, we will strive to further enhance the efficiency of our energy and resources consumption, implement practical and innovative solutions, and grow our sustainability efforts. We strive to play our part in India's energy security and sustainability goals by producing ethanol responsibly, operating efficiently and continuing to engage with farmers, while creating a responsible and resilient business for the future.<br><br>Mr. Susheel Kumar Kamboj<br>Managing Director & CEO | |
| 8. | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Susheel Kumar Kamboj<br>Managing Director & CEO<br>DIN: 09531602 |
| 9. | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | The Board of Directors oversees all sustainability-related matters. |

| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Subject for Review | Indicate whether review was under taken 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 | Yes, the Board of Directors have reviewed the performance against all the statutorily required policies on periodical basis as specified by the laws and the other policies are reviewed by the Department Heads on a need basis. | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | The Board of Directors, along with the relevant Committees, periodically reviews compliance to ensure adherence to applicable policies and regulations. | | | | | | | | | | | | | | | | |

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | Yes. Dhir & Dhir Associates, a reputed legal firm, conducted an evaluation to assess the implementation and effectiveness of the Company's policies, with a focus on their execution. Policies are also periodically reviewed and updated by department and business heads, with subsequent approval from management or the Board. | | | | | | | | |

**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 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|---|---|---|---|---|---|---|---|---|
| The entity does not consider the Principles material to its business (Yes/No) | 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) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financialyear (Yes/No) | | | | | | | | | |

## PRINCIPLE 1:

# Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

Shree Renuka Sugars places integrity at the core of everything it does.

The Company adheres to the highest standards of ethics, transparency and accountability in all its actions, decisions and relationships.

The Company believes that strong governance builds trust and drives sustainable growth.




### ETHICAL CONDUCT

The Company upholds the highest standards of ethics in all its business dealings and decisions.

### TRANSPARENCY IN DISCLOSURE

The Company ensures timely, accurate and clear disclosure of information to all its stakeholders.

### ACCOUNTABILITY & OVERSIGHT

The Company has robust governance structures and oversight mechanisms to ensure accountability at every level.

### RISK MANAGEMENT & COMPLIANCE

The Company identifies, assesses and manages risks responsibly and complies with all applicable laws and regulations.

### DATA PRIVACY & SECURITY

The Company protects the privacy and security of data and maintains strong safeguards across operations.

### STAKEHOLDER TRUST

The Company builds long-term relationships based on trust, fairness and mutual respect with its stakeholders.




INTEGRITY IN ACTION.
TRUST IN EVERY DECISION.
**A STRONGER TOMORROW. TOGETHER.**

STRONGER BUSINESSES | THRIVING COMMUNITIES | SUSTAINABLE GROWTH | RESILIENT FUTURE

# SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This Section highlights the Company's performance in integrating the National Guidelines on Responsible Business Conduct (NGRBC) Principles into its key processes and decision-making. The disclosures are classified into Essential and Leadership Indicators. While Essential Indicators are mandatory, leadership Indicators are voluntary and reflect the Company's commitment to advancing its Social, Environmental, and Governance performance beyond compliance requirements

**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 | % age of persons in respective category covered by the awareness programmes |
|---|---|---|---|
| Board of Directors | 1 | The Company periodically updates and familiarises the board on the SEBI Corporate Laws, Companies Act 2013, regulatory updates, roles, rights and responsibilities of the Directors. | 100.00 |
| Key Managerial Personnel | 4 | The Company periodically updates and familiarises KMP on the Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Practices, Webinars, Wellness month etc. | 100.00 |
| Employees other than BoD and KMPs | 201 | The Company periodically updates and familiarises employees on the Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Practices. Behavioural training, Skill Development, Team Building, Webinars, Wellness month, Safety, Mock Drills, Induction programme and socialization. | 100.00 |
| Workers | 173 | The Company periodically updates and familiarises workers on the Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Practices along with Health and Safety and Skill Upgradation | 100.00 |

**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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)**

| | Monetary | | | | |
|---|---|---|---|---|---|
| | **NGRBC Principle** | **Name of the regulatory/ enforcement agencies/ judicial institutions** | **Amount (in INR)** | **Brief of the Case** | **Has an appeal been preferred? (Yes/No)** |
| Penalty/Fine | P1 | The Assistant Commissioner of CGST & Central Excise, Belagavi City Division, Belagavi | 1,52,27,920.00 | The penalties were imposed for the alleged short reversal of input tax credit, non-reversal of input tax credit, excess availment of input tax credit, and availment of restricted credit under the provisions of the Act and Rules. The Company is in the process of filing an appeal before the appellate authority within the prescribed timelines. | - |
| | P1 | The Income Tax Department, Ministry of Finance, Government of India | 4,74,73,199.00 | The penalty was imposed following the rejection of the Company's appeal before the Income Tax Appellate Tribunal (ITAT) against the tax demand with interest of ₹7.01 crore for the alleged unexplained investments. | Yes |
| | P1 | Office of the Joint Commissioner of State Tax (Appeal), Kolhapur | *4,21,759 (The penalty amount reduced to Rs. 3,90,537) | The Adjudicating Authority proposed the penalty based on a GST audit under the relevant provisions of the Acts. The penalty was confirmed under Section 73 of the GST laws on the grounds of non-payment of outward tax liability on free supply of steam and short reversal of input tax credit under Rule 42 of the CGST Rules, 2017. | Yes |
| | P1 | Commissioner of Central Excise, Gandhidham | 9,12,256.00 | A penalty of was imposed for availing CENVAT credit on certain steel items that are restricted under the CENVAT Credit Rules, 2004. | Yes |
| | P1 | Sr. Joint Commissioner of Revenue, Medinipur Circle | 34,827.00 | A rectification order was received under Section 161 of the WBGST Act, 2017. A penalty was imposed for wrongly availing Input Tax Credit (ITC) and short payment of CGST and SGST. | Yes |

| Monetary | | | | |
|---|---|---|---|---|
| NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| P1 | Maharashtra Labour Welfare Board | 4,928.00 | A demand notice was received for 15 employees due to non-payment of Maharashtra Labour Welfare Fund for the period from December 2016 to June 2017. | No |
| P1 | Commissioner of Central Excise, Gandhidham | 49,53,224 | The matter relates to availment of CENVAT credit on Bill-to-Ship-to basis transactions (works contracts) during the period from January 2010 to September 2012. | Yes |
| P1 | The Assistant Commissioner of CGST & Central Excise, Belagavi City Division, Belagavi | 4,10,390 | The Adjudicating Authority confirmed the demand on the grounds of ineligible Input Tax Credit (ITC), as the suppliers failed to deposit taxes, and delay in payment of liability under the Reverse Charge Mechanism. | Yes |
| P1 | Office of the Assistant Commissioner of State Tax Unit-103, Gandhidham | 3,20,68,779 | The order imposed a penalty for the alleged wrongful availment of Input Tax Credit (ITC). | Yes |
| P1 | The Assistant Commissioner of CGST & Central Excise, Belagavi City Division, Belagavi | 10,53,089 | The Adjudicating Authority confirmed the demand on the grounds of non-reversal of ITC on common capital goods under Rule 43 of the CGST Rules and non-reversal of ITC on damaged goods for which an insurance claim was received. The demand was confirmed along with interest and penalty for the period from April 2018 to March 2022. | Yes |
| P1 | The Assistant Commissioner of CGST & Central Excise, Belagavi City Division, Belagavi | 1,41,74,831 | The Adjudicating Authority confirmed the demand on the grounds of excess receipt of ITC through ISD registration, excess availment of ITC compared to the eligibility as per GSTR-2A, and availment of blocked ITC. The demand was confirmed along with interest and penalty for the period from April 2018 to March 2022. | Yes |

| | Monetary | | | | |
|---|---|---|---|---|---|
| | **NGRBC Principle** | **Name of the regulatory/ enforcement agencies/ judicial institutions** | **Amount (in INR)** | **Brief of the Case** | **Has an appeal been preferred? (Yes/No)** |
| | P1 | State Tax Officer, Gandhidham | 2,23,866 | The Adjudicating Authority confirmed the demand on blocked ITC under Section 17(5)(d) for FY 2021–22. | Yes |
| | P1 | Superintendent, Mundaka | 6,56,986 | The matter relates to availment of ITC through GSTR-3B in excess of the ITC appearing in GSTR-2A/8A and short payment of GST under the Reverse Charge Mechanism for the period from 2019 to 2024. | Yes |
| Settlement | Nil | | | | |
| Compounding Fee | | | | | |
| Non-Monetary | | | | | |
| Imprisonment | Nil | | | | |
| Punishment | | | | | |

Note: All the penalties reported were incurred during FY2025–26 and fall within the monetary threshold prescribed under Para A(20) of Part A of Schedule III, read with Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

**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** |
|---|---|
| The penalties have been imposed for alleged violation of the provisions of the Act and Rules made thereunder in respect of the following issues:<br>a. Short reversal of input tax credit;<br>b. Non-reversal of input tax credit;<br>c. Excess availment of input tax credit and<br>d. Availment of restricted credit. | First appellate authority Faceless Appeal |
| The Adjudicating Authority proposed the penalty based on a GST audit under the relevant provisions of the Acts. The penalty was confirmed under Section 73 of the GST laws on the grounds of non-payment of outward tax liability on free supply of steam and short reversal of input tax credit under Rule 42 of the CGST Rules, 2017. | GSTAT Pune Bench Pune |
| A penalty was imposed for availing CENVAT credit on certain steel items that are restricted under the CENVAT Credit Rules, 2004. | CESTAT Ahmedabad |
| A rectification order was received under Section 161 of the WBGST Act, 2017. A penalty was imposed for wrongly availing Input Tax Credit (ITC) and short payment of CGST and SGST. | GSTAT Kolkata |

| Case Details | Name of the regulatory/enforcement agencies/judicial institutions |
|---|---|
| The matter relates to availment of CENVAT credit on Bill-to-Ship-to basis transactions (works contracts) during the period from January 2010 to September 2012. | CESTAT Ahmedabad |
| The Adjudicating Authority confirmed the demand on the grounds of ineligible Input Tax Credit (ITC), as the suppliers failed to deposit taxes, and delay in payment of liability under the Reverse Charge Mechanism. | First appellate authority Belagavi |
| The Adjudicating Authority confirmed the demand on the grounds of non-reversal of ITC on common capital goods under Rule 43 of the CGST Rules and non-reversal of ITC on damaged goods for which an insurance claim was received. The demand was confirmed along with interest and penalty for the period from April 2018 to March 2022. | First Appellate Authority Rajkot |
| The Adjudicating Authority confirmed the demand on the grounds of excess receipt of ITC through ISD registration, excess availment of ITC compared to the eligibility as per GSTR-2A, and availment of blocked ITC. The demand was confirmed along with interest and penalty for the period from April 2018 to March 2022. | First Appellate Authority Rajkot |
| The Adjudicating Authority confirmed the demand on the grounds of Rule 42 reversal for FY 2021–22. | First Appellate Authority Gaziabad |
| Adjudicating authority confirmed the demand on the Blocked ITC as per u/s. 17(5)(d) – 2021–22 | First Appellate Authority Rajkot |

**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 has adopted a Code of Conduct for Directors and employees, outlining guidelines on ethics, workplace responsibilities, and conflict of interest management. The Code includes Anti-Bribery and Anti-Corruption (ABAC) clauses to ensure compliance with relevant standards. It is provided to stakeholders upon joining the Company and is accessible: https://renukasugars.com/pdf/corporate-governance/code-of-business-conduct-and-ethics-for-senior-management-personnel.pdf.

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

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

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

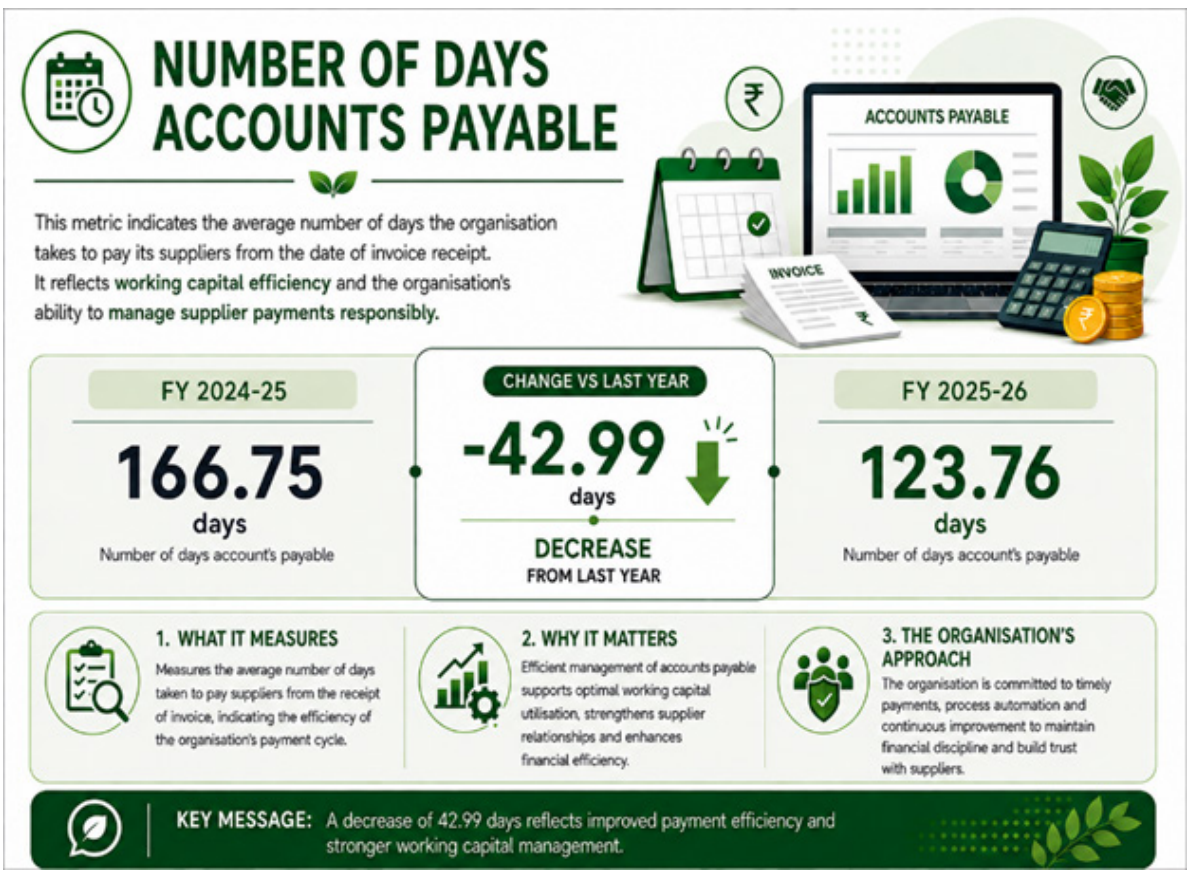
| | FY 2025–26 | | FY 2024–25 | |
|---|---|---|---|---|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of conflict of interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs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

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

Not Applicable

**8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:[6]**

| | FY 2025–26 | FY 2024–25 |
|---|---|---|
| Number of days of accounts payables | 123.76 | 166.75 |




**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:[7]

| Parameter | Metrics | FY 2025–26 | FY 2024–25 |
|---|---|---|---|

6 The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

7 The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI

| | | | | |
|---|---|---|---|---|
| Concentration of Purchases | a. | Purchases from Trading houses as % of total purchases | 0.00 | 0.00 |
| | b. | Number of trading houses where purchases and made from | 0.00 | 0.00 |
| | c. | Purchases from top 10 trading houses as % of total purchases from trading houses | 0.00 | 0.00 |
| Concentration of Sales* | a. | Sales to dealers/distributors as % of total sales | 100.00 | 100.00 |
| | b. | Number of dealers/distributors to whom sales are made | 422 | 1572 |
| | c. | Sales to top 10 dealers/distributors as % of total sales to dealers/distributors | 36.84@ | 31.48 |
| Share of RPTs in | a. | Purchases (Purchases with related parties/ Total Purchases) | 63.76 | 52.18 |
| | b. | Sales (Sales to related parties/Total Sales) | 20.73 | 21.76 |
| | c. | Loans & advances (Loans & advances given to related parties/Total loans & advances) | 98.77 | 99.64 |
| | d. | Investments (Investments in related parties/Total Investments made) | 0.00 | 0.00 |

*The above data reflects the Consumer Pack sales reported under the Madhur Division.

**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 | Topic/principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| 235 | The Company conducted awareness programmes across all SRSL units on health and hygiene, farm and road safety, financial literacy, and good agronomic practices in sugarcane cultivation. | 31.00 |

Note: The Company's primary value chain partners are farmers. The data reported above accounts for awareness sessions conducted for farmers on various relevant topics.

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 established a Code of Conduct applicable to both Board Members and Senior Management. This code includes essential provisions to effectively prevent and manage conflicts of interest. Additionally, all Related Party Transactions undergo approval in accordance with the necessary legal procedures

(LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

## PRINCIPLE 2:

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

Shree Renuka Sugars delivers high-quality sugar and value-added products in a manner that is reliable, safe and sustainable.

The Company integrates sustainability and safety across its operations — from responsible sourcing of sugarcane to production, distribution and customer service — to create long-term value for its stakeholders and the environment.




### SUSTAINABLE VALUE CREATION

Drives responsible resource use and circularity to deliver sustainable value across its product portfolio.

### CUSTOMER SAFETY & RELIABILITY

Maintains stringent food safety, quality and traceability standards to ensure safe and reliable products.

### ENVIRONMENTAL STEWARDSHIP

Minimises environmental impact through efficient use of water, energy and materials, and by promoting responsible waste management.

### QUALITY & INNOVATION

Invests in technology and process improvements to enhance product quality and develop sustainable, value-added solutions.

### RESPONSIBLE PARTNERSHIPS

Works closely with farmers, suppliers and business partners to strengthen sustainable and ethical practices across the value chain.

### CONSUMER TRUST

Acts with integrity and transparency to build lasting trust with customers and communities.




SUSTAINABLE CANE CULTIVATION → FARMER PARTNERSHIP → RESPONSIBLE MANUFACTURING → QUALITY PRODUCTS → SAFE & EFFICIENT DISTRIBUTION → TRUSTED BY CUSTOMERS

**SUSTAINABLE TODAY. SAFE TOMORROW.**

Shree Renuka Sugars continues to deliver quality products responsibly, contributing to a healthier planet and stronger, more resilient communities.

**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 | No such investments were made during the reporting period. The Company will continue to assess opportunities to invest in technologies that improve the environmental and social impacts of its products and processes, as appropriate. | | |
| Capex | | | |

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

   No

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

   Not Applicable

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

   The Company hands over plastic waste (including packaging), e-waste, hazardous waste, and other waste to authorised vendors for disposal. All such waste is disposed of in accordance with the applicable consent conditions.

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.**

   The Company is committed to complying with the Plastic Waste Management Rules, 2016. Its waste collection strategy is structured in accordance with the principles of Extended Producer Responsibility (EPR), as set out in the plan submitted to the Pollution Control Board. During the reporting period, the Company exceeded its EPR target by effectively managing 2,450 metric tonnes of plastic waste, demonstrating its commitment to environmental stewardship and regulatory compliance.

**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. |
|---|---|---|---|---|---|
| The Company has not conducted any Life Cycle Assessment (LCA) during the reporting period. However, it conducts an annual Environmental Audit in compliance with the Wilmar Group (Parent Group) policy and will continue to evaluate opportunities for conducting such assessments, as appropriate. | | | | | |

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 |
|---|---|---|
| Based on the Environmental Impact Assessment, the Company formulated an action plan. As no potential risks were identified in the reporting year, no preventive measures were necessary. | | |

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 |
| Process Water | 41.2 | 41.9 |

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

| | FY 2025–26 | | | FY 2024–25 | | |
|---|---|---|---|---|---|---|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0.00 | 0.00 | 1559.73 | 0.00 | 761.71 | 1777.30 |
| E-waste | 0.00 | 0.00 | 0.97 | 0.00 | 0.00 | 7.67 |
| Hazardous Waste | 0.00 | 0.00 | 19.87 | 0.00 | 0.00 | 11.85 |
| Other waste | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

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 percentage of products sold) for each product category |
|---|---|
| Not Applicable | |

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 3:**

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




Shree Renuka Sugars recognizes that its people are the foundation of its success.

The Company is committed to providing a safe, inclusive, healthy and empowering environment for all employees.

The Company also works with partners and suppliers to promote fair practices and well-being throughout its value chains.

### HEALTH & SAFETY

The Company provides a safe and healthy workplace by strengthening processes, preventing risks and promoting well-being initiatives.

### FAIR TREATMENT & DIGNITY

The Company treats everyone with respect, fairness and dignity and maintains a zero-tolerance approach towards harassment and discrimination.

### GROWTH & DEVELOPMENT

The Company invests in learning and skill development to enable career growth and create future-ready opportunities.

### INCLUSION & EQUAL OPPORTUNITY

The Company fosters an inclusive work culture and ensures equal opportunities for all, regardless of background.

### WELL-BEING & WORK-LIFE BALANCE

The Company supports the physical, mental and emotional well-being of employees and encourages balance between work and life.

### RESPONSIBLE SUPPLY CHAIN PRACTICES

The Company collaborates with partners and suppliers to ensure fair practices, safe working conditions and respect for workers.



SUSTAINABLE CANE CULTIVATION → FARMER PARTNERSHIP → RESPONSIBLE MANUFACTURING → SAFE & HEALTHY WORKPLACE → EMPOWERED EMPLOYEES → STRONGER COMMUNITIES

**CARING FOR PEOPLE. EMPOWERING LIVES. BUILDING A SUSTAINABLE FUTURE.**

Together, the Company nurtures a culture of respect, safety and growth across its operations and value chains.

**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:**

| | | % of employees covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| **Permanent Employees** | | | | | | | | | | | |
| Male | 1009 | 1009 | 100.00 | 1009 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 26 | 26 | 100.00 | 26 | 100.00 | 26 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| **Total*** | **1035** | **1035** | **100.00** | **1035** | **100.00** | **26** | **100.00** | **0** | **0.00** | **0** | **0.00** |
| **Other than Permanent Employees** | | | | | | | | | | | |
| Male | 80 | 80 | 100.00 | 80 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 7 | 7 | 100.00 | 7 | 100.00 | 7 | 100.00 | 0 | 0.00 | 0 | 0.00 |
| **Total** | **87** | **87** | **100.00** | **87** | **100.00** | **7** | **100.00** | **0** | **0.00** | **0** | **0.00** |

*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024

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

| | | % of workers covered by | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| **Permanent Workers** | | | | | | | | | | | |
| Male | 654 | 654 | 100.00 | 654 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| **Total** | **654** | **654** | **100.00** | **654** | **100.00** | **0** | **0.00** | **0** | **0.00** | **0** | **0.00** |
| **Other than Permanent Workers** | | | | | | | | | | | |
| Male | 368 | 368 | 100.00 | 368 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| **Total** | **368** | **368** | **100.00** | **368** | **100.00** | **0** | **0.00** | **0** | **0.00** | **0** | **0.00** |

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:[8]**

| | FY 2025–26 | FY 2024–25 |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.04 | 0.03 |

8 The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**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 | 97.95 | 98.82 | Y | 97.68 | 99.21 | Y |
| Gratuity | 95.72 | 98.53 | NA | 93.30 | 99.11 | NA |
| ESI | 0.00 | 0.00 | NA | 0.00 | 0.20 | Y |

**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 premises and offices are accessible to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

**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 providing equal opportunities and maintaining a workplace free from discrimination based on age, gender, caste, race, or colour. While a formal Equal Opportunity Policy is not currently in place, the Company intends to develop and implement one in the near future.

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

| Gender | Permanent Employees | | Permanent workers | |
|---|---|---|---|---|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | Not applicable, as no permanent employees or workers availed parental leave during the reporting period. | | | |
| Female | | | | |
| Total | | | | |

**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 | Yes. The Company is committed to providing a safe and healthy work environment for its employees and workers. It has established systems to support a secure workplace. The Company has constituted various committees, including the Grievance Committee and the Internal Committee under the Prevention of Sexual Harassment (POSH) Act, to address concerns. It also has a Whistle Blower Policy that provides a mechanism for reporting concerns. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

**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 | 1035 | 0 | 0.00 | 1122 | 0 | 0.00 |
| Male | 1009 | 0 | 0.00 | 1087 | 0 | 0.00 |
| Female | 26 | 0 | 0.00 | 35 | 0 | 0.00 |
| Total Permanent Worker | 654 | 0 | 0.00 | 666 | 0 | 0.00 |
| Male | 654 | 0 | 0.00 | 666 | 0 | 0.00 |
| Female | 0 | 0 | 0.00 | 0 | 0 | 0.00 |

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

| | 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 | 1089 | 619 | 56.84 | 1089 | 100.00 | 1129 | 716 | 63.42 | 1129 | 100.00 |
| Female | 33 | 16 | 48.48 | 23 | 69.70 | 35 | 19 | 54.29 | 27 | 77.14 |
| **Total** | **1122** | **635** | **56.60** | **1112** | **99.11** | **1164** | **735** | **63.14** | **1156** | **99.31** |
| **Workers** | | | | | | | | | | |
| Male | 1022 | 931 | 91.10 | 1022 | 100.00 | 1015 | 892 | 87.88 | 1015 | 100.00 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0.00 |
| **Total** | **1022** | **931** | **91.10** | **1022** | **100.00** | **1015** | **892** | **87.88** | **1015** | **100.00** |

*Health and safety training is provided to employees based on the nature of their work and associated occupational requirements, with a majority of employees at the plant having received such relevant training.

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

| Category | FY 2025–26 | | | FY 2024–25 | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| **Employees** | | | | | | |
| Male | 1089 | 1040 | 95.50 | 1129 | 1003 | 88.84 |
| Female | 33 | 22 | 66.67 | 35 | 28 | 80.00 |
| **Total** | **1122** | **1062** | **94.65** | **1164** | **1031** | **88.57** |
| **Workers** | | | | | | |
| Male | 1022 | 1019 | 99.71 | 1015 | 910 | 89.66 |
| Female | 0 | 0 | 0.00 | 0 | 0 | 0.00 |
| **Total** | **1022** | **1019** | **99.71** | **1015** | **910** | **89.66** |




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

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

Yes. The Company has implemented an Occupational Health and Safety Management System. The Occupational Health and Safety Policy is applicable across the SRSL Group and has been communicated across the organisation.

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

The Company identifies work-related hazards and assesses risks through Job Safety and Environment Analysis (JSEA), risk assessments, HRW audits, monthly safety inspections, and event reporting through the Enablon software.

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

Yes. The Company has processes for workers to report work-related hazards and remove themselves from such risks. These include daily toolbox talk meetings, standard operating procedures (SOPs) for high-risk work, and training programmes conducted as per the training calendar. Further, the Company holds certifications for Hazard Identification Risk Assessment (HIRA), ISO 14001:2015 and ISO 45001:2018, which get reviewed annually to evaluate occupational risks.

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

Yes. The Company provides Mediclaim coverage to its employees as part of its non-occupational medical and healthcare services and also conducts health camps and awareness sessions for its employees and workers.

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

| Safety Incident/Number | Category* | FY 2025-26 | FY 2024-25 |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.07 | 0.15 |
| | Workers | 0.05 | 0.10 |
| Total recordable work-related injuries | Employees | 4 | 9 |
| | Workers | 3 | 6 |
| No. of fatalities | Employees | 0 | 1 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

*Including contract workforce




**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

The Company conducts regular site inspections and safety audits to ensure a safe workplace. Regular safety training programmes are provided to employees. Observations and events are recorded through the Enablon software, and follow-up actions are taken for their closure. EHS campaigns are conducted across all sites as per the annual calendar, including Road Safety Week, National Safety Week, Global EHS Campaign, National Fire Safety Week, and the Wilmar Life Saving Rule Inspection Campaign.

**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 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

**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 | 100.00 |
| Working Conditions | |

Note: The Company conducted a self-assessment as per its parent company, Wilmar International Ltd's standards.

**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.**

The Company has undertaken corrective actions to strengthen workplace safety. As part of its machine safety campaign, 360-degree machine guards have been installed on all rotating parts across SRSL sites. The Company has also implemented 100% fall protection measures for work involving fall-from-height risks.

**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 life insurance coverage to employees and workers 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 maintains a strong compliance mechanism for contractors engaged for HR and manpower services through regular audits and compliance checklists to ensure that statutory dues are deducted and deposited.

**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)**

No. The Company does not currently provide transition assistance programmes to support continued employability or career transitions following retirement or termination of employment. However, the Company will consider implementing such programmes, if required, in the future.

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

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Health and safety practices | 0.00 |
| Working Conditions | 0.00 |

**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.**

As the Company has not yet undertaken an assessment of its value chain partners, no situations requiring corrective actions have arisen during the reporting period.

PRINCIPLE 4:

# Businesses should respect the interests of and be responsive to all its stakeholders.

Shree Renuka Sugars believes that meaningful engagement with its stakeholders is essential to its growth and long-term success.

The Company listens, understands and acts on stakeholder expectations through open dialogue, transparency and responsible business practices.

The Company is committed to creating shared value and building trust-based relationships with all its stakeholders.




### EMPLOYEES

The Company provides a safe, inclusive and growth-oriented workplace that values every individual.

### CUSTOMERS

The Company delivers high quality sugar products responsibly and meets customer expectations through consistent quality.

### SHAREHOLDERS & INVESTORS

The Company strives for long-term value creation through strong governance, financial discipline and responsible growth.

### SUPPLIERS & BUSINESS PARTNERS

The Company builds mutually beneficial partnerships based on integrity, collaboration and fair practices.

### COMMUNITIES

The Company contributes to the well-being and inclusive development of communities.

### GOVERNMENT & REGULATORS

The Company complies with laws and works collaboratively to support nation-building and good governance.

### ENVIRONMENT

The Company is committed to protecting the environment and promoting sustainable practices.




SUSTAINABLE CANE CULTIVATION → FARMER PARTNERSHIP → RESPONSIBLE MANUFACTURING → RESPONSIBLE BUSINESS PRACTICES → STAKEHOLDER ENGAGEMENT → SHARED VALUE & SUSTAINABLE GROWTH

**STRONGER TOGETHER. RESPONSIVE TODAY. SUSTAINABLE TOMORROW.**

By listening, understanding and creating shared value, the Company builds stronger relationships and a better future for all.

## 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 identifies stakeholders based on its business operations, and includes within its ambit – employees, farmers, shareholders, investors, customers, and regulatory authorities such as the Pollution Control Board, Central and State Government Ministries, and SEBI. Relevant stakeholders for each aspect of the Company's activities are determined by the impact of the business on them and their impact on the business.

**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 |
|---|---|---|---|---|
| Employees & Workers* | No | In person/ Email/ SMS/ meetings/ Notice Board/ HR Portal | Continued engagement/ Daily/ Monthly/ Need basis | Employee / Worker connect session/ Health and Wellness |
| Customers | No | Print Advertising, TV Advertising , Digital (Social Media) Advertising, Point of Sale Brand Promotional Materials | Continuous through digital platforms; other engagement channels as per the marketing calendar and management decisions | Product related information |
| Suppliers** | Yes | Email | Monthly | Follow up w.r.t order delivery and other deliverables |
| Investors | No | Email, Meetings | Periodically | Business Operations/ Governance |
| Analysts | No | Email, Meetings | Need Basis | Business Operations |
| Shareholders | No | Email, SMS, Newspaper Advertisement, Letters, Annual Report, Quarterly Financial Results, Notices, Dissemination on Company's website and portals of Stock Exchanges | Periodically | Statutory requirement and for the benefit of the Shareholders in terms of claiming their unclaimed dividend and for getting their KYC details, etc. updated in the system. To keep Shareholders informed about financial and operational performance on a regular basis |
| Regulatory Bodies | No | Through returns / filings | Periodically | For completing statutory compliance requirements |

| 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 |
|---|---|---|---|---|
| Community around our plants including school-going children, village youths and family belonging to the underprivileged section | Yes | Notice Board, Website, display on the locations, Field visits | Periodically | Statutory Requirement, CSR activities |

* Migrant and contract workforce are considered as marginalized.

**MSME suppliers considered as vulnerable and marginalized.

**Leadership Indicators**

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

   The Company engages with stakeholders on business, environmental, social, and governance (ESG) matters. Where required, experts are engaged to conduct assessments and due diligence. The findings are reviewed by the management and, where appropriate, presented to the Board for its consideration.

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

   Yes. The Board provides guidance to the management on matters relating to these topics and, where required, recommends incorporating them into existing policies or formulating new policies. Such decisions are taken through discussions between the Board and the management.

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

   No such instances were reported during the reporting period. The Company's CSR initiatives are purposefully designed to assist disadvantaged and marginalized communities and are carried out in line with the CSR Policy to ensure they effectively meet the needs of vulnerable groups.

PRINCIPLE 5:

# Businesses should respect and promote human rights.

Shree Renuka Sugars is committed to upholding human dignity and promoting equality, fairness and respect in all its operations and interactions.

The Company believes that respecting human rights strengthens its culture, builds trust and creates long-term value for its stakeholders and society.




### DIGNITY & RESPECT

The Company treats every individual with dignity, empathy and respect and upholds their rights at all times.

### EQUALITY & NON-DISCRIMINATION

The Company provides equal opportunities and promotes an inclusive and diverse work environment.

### FAIR LABOR PRACTICES

The Company ensures fair wages, reasonable working hours and freedom of association for all employees and workers.

### SAFE & HEALTHY WORKPLACE

The Company is committed to providing a safe, secure and healthy working environment for all its people.

### GRIEVANCE MECHANISM & REMEDY

The Company provides accessible grievance redressal mechanisms and ensures timely remedies.

### COMMUNITY RIGHTS & WELL-BEING

The Company respects community rights and contributes to their well-being and sustainable development.




RESPECT FOR PEOPLE → FAIR & INCLUSIVE WORKPLACE → SAFE WORK ENVIRONMENT → STRONGER RELATIONSHIPS → EMPOWERED COMMUNITIES → SUSTAINABLE GROWTH

**DRIVEN BY RESPECT. POWERED BY PEOPLE. BUILDING A BETTER TOMORROW.**

The Company cultivates a culture of respect, rights and responsibility for a stronger and sustainable future.

## 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 | 1035 | 0 | 0.00 | 1122 | 0 | 0.00 |
| Other than permanent | 87 | 0 | 0.00 | 42 | 0 | 0.00 |
| **Total Employees** | **1122** | **0** | **0.00** | **1164** | **0** | **0.00** |
| Workers | | | | | | |
| Permanent | 654 | 0 | 0.00 | 666 | 0 | 0.00 |
| Other than permanent | 368 | 0 | 0.00 | 349 | 0 | 0.00 |
| **Total Workers** | **1022** | **0** | **0.00** | **1015** | **0** | **0.00** |

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

| Category | FY 2025–26 | | | | | FY 2024–25 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| **Employees** | | | | | | | | | | |
| Permanent | 1035 | 13 | 1.26 | 1022 | 98.74 | 1122 | 20 | 1.78 | 1102 | 98.22 |
| Male | 1009 | 13 | 1.29 | 996 | 98.71 | 1087 | 18 | 1.66 | 1069 | 98.34 |
| Female | 26 | 0 | 0.00 | 26 | 100.00 | 35 | 2 | 5.71 | 33 | 94.29 |
| Other than Permanent | 87 | 0 | 0.00 | 87 | 100.00 | 42 | 0 | 0.00 | 42 | 100.00 |
| Male | 80 | 0 | 0.00 | 80 | 100.00 | 42 | 0 | 0.00 | 42 | 100.00 |
| Female | 7 | 0 | 0.00 | 7 | 100.00 | 0 | 0 | 0.00 | 0 | 0.00 |
| **Workers** | | | | | | | | | | |
| Permanent | 654 | 3 | 0.46 | 651 | 99.54 | 666 | 11 | 1.65 | 655 | 98.35 |
| Male | 654 | 3 | 0.46 | 651 | 99.54 | 666 | 11 | 1.65 | 655 | 98.35 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0.00 |
| Other than Permanent | 368 | 2 | 0.54 | 366 | 99.46 | 349 | 2 | 0.57 | 347 | 99.43 |
| Male | 368 | 2 | 0.54 | 366 | 99.46 | 349 | 2 | 0.57 | 347 | 99.43 |
| Female | 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0 | 0.00 | 0 | 0.00 |

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

**a. Median remuneration/wages:**

| | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ Salary/ Wages of respective category (In INR per month) | Number | Median remuneration/ Salary/ Wages of respective category (In INR per month) |
| **Board of Directors (BoD)*** | | | | |
| a. Executive Directors | 3 | 36,17,698 | 0 | 0 |
| b. Independent Directors^ | 5 | 1,25,000 | 1 | 1,25,000 |
| **Key Managerial Personnel$** | 2 | 13,14,376 | 0 | 0 |
| **Employees other than BoD and KMP** | 1084 | 5,24,136 | 33 | 7,14,048 |
| **Workers** | 1022 | 3,91,650 | 0 | 0 |

*Out of 12 Directors, 6 are Independent Directors, 3 Directors are Non-Executive and Non-Independent who do not receive any remuneration and 3 Directors are Executive Directors.

The Median indicated above for BoD indicates remuneration paid to Executive Directors.

^This indicates remuneration paid to the Independent Directors.

$KMP includes Company Secretary (CS) and Chief Financial Officer (CFO).

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:[9]**

| | FY 2025–26 | FY 2024–25 |
|---|---|---|
| Gross wages paid to females as % of total wages | 1.70 | 1.82 |




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

The Company has appointed the Head of HR as the focal point for the management of human rights impacts from its operations. This position involves the proactive identification, evaluation and resolution of human

9 The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

rights issues, compliance with human rights standards, the implementation of corrective measures where necessary and the fostering of a culture of human rights within the organisation.

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

The Company is dedicated to ensuring the safety and health of all employees and workers and has put in place a robust framework for this. There are committees like Grievance Committee and Internal Complaints Committee under POSH (Prevention of Sexual Harassment) Act that deal with the issues in the workplace and their activities are monitored. Further, a Whistle Blower Policy is a structured approach to reporting grievances and concerns.

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

| | FY 2025–26 | | | FY 2024–25 | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual harassment | 0 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/ Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other Human Rights related issues | 0 | 0 | NA | 0 | 0 | NA |

**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 | 0.00 | 0.00 |
| Complaints on POSH upheld | 0 | 0 |

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

The Company has policies which provide procedures to ensure that complainants are not discriminated or harassed. It is dedicated to taking such matters seriously and making sure that the workplace is safe and respectful. All complaints are carefully investigated and necessary steps taken to fairly resolve concerns. Policies and practices are regularly reviewed and updated to reinforce the Company's approach to effectively manage such cases.

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

The Company does not currently incorporate specific human rights provisions in its agreements with vendors and suppliers but intends to assess the need for such measures in the future.

**10. Assessments for the year:**

| | % of your plants and Offices that were assessed (by entity or statutory authorities or third parties) |
|---|---|
| Child Labour | 100.00 |
| Forced/involuntary labour | 100.00 |
| Sexual Harassment | 100.00 |
| Discrimination at workplace | 100.00 |
| Wages | 100.00 |

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

Not Applicable

**Leadership Indicators**

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

Not applicable, as no human rights grievances or complaints requiring modification of business processes were reported during the reporting period.

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

The Company has not yet conducted human rights due diligence. However, it plans to assess the feasibility of implementing such measures in the coming years.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes. Some of the Company's premises are accessible to differently abled visitors, with ramps, lifts, and other accessibility facilities. The Company is committed to making all its plants and offices fully accessible to differently abled individuals.

**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 | 100.00 |
| Discrimination at workplace | 100.00 |
| Child Labour | 100.00 |
| Forced Labour / Involuntary Labour | 100.00 |
| Wages | 100.00 |

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

Not Applicable

## PRINCIPLE 6:

# Businesses should respect and make efforts to protect and restore the environment.




Shree Renuka Sugars is committed to reducing its environmental footprint and contributing to a healthier, more sustainable planet.

The Company believes that responsible business practices today help build a greener, cleaner and better future for generations to come.

### ENVIRONMENTAL RESPONSIBILITY

The Company integrates environmental considerations into all its operations and decision-making processes.

### RESOURCE CONSERVATION

The Company uses natural resources efficiently and promotes responsible consumption.

### CLIMATE ACTION & EMISSION REDUCTION

The Company reduces emissions through clean energy, efficiency measures and sustainable practices.

### WASTE MANAGEMENT

The Company minimises waste generation and promotes reuse, recycling and safe disposal.

### BIODIVERSITY PROTECTION

The Company protects ecosystems and promotes green cover across its areas of operation.

### SUSTAINABLE OPERATIONS

The Company drives innovation and adopts sustainable technologies across its value chain.




SUSTAINABLE CANE CULTIVATION → RESPONSIBLE MANUFACTURING → RESOURCE EFFICIENCY → WASTE RECOVERY → ENVIRONMENT PROTECTION → SUSTAINABLE FUTURE

**A GREENER TODAY. A BETTER TOMORROW. TOGETHER.**

The Company is dedicated to respecting nature, reducing environmental impact and restoring balance for a sustainable future.

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




## Essential Indicators

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:[10]**

| Parameter | FY 2025–26 (In Gigajoules) | FY 2024–25 (In Gigajoules) |
|---|---|---|
| **From renewable sources** | | |
| Total electricity consumption (A) | 1,544.71 | 1,742.48 |
| Total fuel consumption (B)* | 1,25,32,048.51 | 1,26,10,863.75 |
| Energy consumption through other sources (C) | 0.00 | 0.00 |
| Total Energy consumption from renewable sources (A+B+C) | 1,25,33,593.22 | 1,26,12,606.23 |
| **From non-renewable sources** | | |
| Total electricity consumption (D) ** | 1,49,580.73 | 39,260.70 |
| Total fuel consumption (E)^ | 31,21,329.58 | 31,32,982.14 |
| Energy consumption through other sources (F) | 0.00 | 0.00 |
| Total Energy consumption from non-renewable sources (D+E+F) | 32,70,910.31 | 31,72,242.84 |
| Total energy consumed (A+B+C+D+E+F) | 1,58,04,503.53 | 1,57,84,849.06 |
| Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) – GJ/Rupees | 0.00019 | 0.00015 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[11] (Total energy consumed / Revenue from operations adjusted for PPP) – GJ/USD | 0.0038 | 0.0032 |
| Energy intensity in terms of physical output[12] – GJ/MT | 33.67 | 38.28 |
| Energy intensity per Employee – GJ/Employee | 14,086.01 | 13,560.87 |

*Fuel consumption at the Kandla facility reduced during FY 2025–26 due to a lower melting rate.

** The increase in electricity consumption at the Kandla facility during FY 2025–26 was primarily due to reduced solar power generation and an increase in shutdowns compared to FY 2024–25.

^ The decrease at the Haldia facility during FY 2025–26 was due to the discontinuation of coal.

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

10 The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

11 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

12 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company's facilities are not classified as Designated Consumers under the Perform, Achieve and Trade (PAT) Scheme of the Government of India, and accordingly, the provisions of the scheme are not applicable.

**3. Provide details of the following disclosures related to water, in the following format:[13]**

| Parameter | FY 2025–26 | FY 2024–25 |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | 24,60,962.30 | 23,61,350.64 |
| (ii) Groundwater | 2,75,660.00 | 2,88,180.00 |
| (iii) Third party water | 5,21,130.77 | 4,99,621.68 |
| (iv) Seawater / desalinated water | 0.00 | 0.00 |
| (v) Others | 0.00 | 0.00 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 32,57,753.07 | 31,49,152.32 |
| Total volume of water consumption (in kilolitres) | 27,73,814.07 | 25,57,512.32 |
| Water intensity per rupee of turnover (Water consumed / Revenue from operations) – KL/Rs | 0.000033 | 0.000025 |
| Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)14 (Total water consumption / Revenue from operations adjusted for PPP) – KL/USD | 0.00066 | 0.00051 |
| Water intensity in terms of physical output15 – KL/MT | 5.91 | 6.20 |
| Water intensity per Employee – KL/Employee | 2,472.21 | 2,197.18 |

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

13 The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

14 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

15 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

| Parameter | | FY 2025–26 | FY 2024–25 |
|---|---|---|---|
| Water discharge by destination and level of treatment (in kilolitres) | | | |
| (i) | To Surface water | 0.00 | 0.00 |
| | – No treatment | | |
| | – With treatment – please specify level of treatment | | |
| (ii) | To Groundwater | 0.00 | 0.00 |
| | – No treatment | | |
| | – With treatment – please specify level of treatment | | |
| (iii) | To Seawater | 0.00 | 0.00 |
| | – No treatment | | |
| | – With treatment – please specify level of treatment | | |
| (iv) | Sent to third-parties | | |
| | – No treatment | | |
| | – With treatment – Primary, Secondary and Tertiary Treatment | 7,44,869.00 | 10,24,250.00 |
| (v) | Others | 0.00 | 0.00 |
| | – No treatment | | |
| | – With treatment – please specify level of treatment | | |
| **Total water discharged (in kilolitres)** | | **7,44,869.00** | **10,24,250.00** |

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

**Zero Liquid Discharge (ZLD) Initiatives:**

Shree Renuka Sugars Limited is actively progressing towards achieving sustainable water management through the implementation of Zero Liquid Discharge (ZLD) systems at its select units:

**Ajinkyatara Unit:**

At this unit, a ZLD approach is practiced wherein acidic and alkaline water generated from the Water Treatment Plant (WTP) is neutralized in a dedicated neutralization tank. The treated water is effectively reused for ash quenching, thereby eliminating the need for discharge and conserving freshwater.

**Kandla Unit:**

The Kandla facility has adopted an extensive ZLD system comprising of an Effluent Treatment Plant (ETP) with several advanced treatment stages: anaerobic digestion, aeration, clarification, pressure sand filtration and activated carbon filtration. The treated effluent is then subjected to further treatment in a Multiple Effect Evaporator (MEE). The recovered condensate is reused for recovery boiling and the concentrate is mixed with molasses for further processing, resulting in a 100% reuse of liquid waste from the plant.

**Advanced Effluent and Sewage Treatment at Non-ZLD Units:**

Shree Renuka Sugars has the state-of-the-art ETPs and STPs to treat and reuse wastewater in an eco-friendly manner.

**Haldia Unit:**

The effluent from the sugar mill's cooling tower is subjected to anaerobic digestion and aeration processes to get maximum reduction in COD/BOD. The treated water, which is in compliance with State Pollution Control Board (SPCB) norms, is used for greenbelt development.

**Havalga Unit:**

A Sewage Treatment Plant (STP) with a capacity of 80 $m^3$/day is being installed to treat the colony sewage. Water from the treatment plant will be used to irrigate gardens to promote circular water use.

**Panchaganga, Pathri, Munoli, Raibag, and Athani Units:**

The units are full-scale anaerobic and aerobic biological ETPs followed by tertiary filtration (MGF/ACF). The treated effluent is recycled for greenbelt development, cooling tower reuse or irrigation by local farmers and complies with regulatory standards. Notably, Athani Unit has a Condensate Polishing Unit and has closed-loop reuse in cooling towers and general services.

The various water management practices are integrated throughout the units, showing SRSL's dedication to water stewardship, regulatory compliance, and sustainable operations within the context of national and state pollution control frameworks.

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

| Parameter | Please specify unit | FY 2025–26 | FY 2024–25 |
|---|---|---|---|
| NOx* | Kg/Yr | 18,983.32 | 44,349.53 |
| SOx | Kg/Yr | 21,424.09 | 26,272.13 |
| Particulate matter (PM)** | Kg/Yr | 82,563.27 | 23,330.74 |
| Persistent organic pollutants (POP) | | NA | NA |
| Volatile organic compounds (VOC) | | NA | NA |
| Hazardous air pollutants (HAP) | | NA | NA |
| Others – please specify | | NA | NA |

*NOx has decreased in FY25–26 as the air emission equipment cleaning was done.

**The increase in Particulate Matter (PM) emissions during the reporting year is primarily attributable to variations in the quality of bagasse used as fuel and the operational efficiency of the Air Pollution Control Equipment (APCE). Fluctuations in fuel characteristics, coupled with variations in APCE performance, influenced the particulate emission levels during the reporting period.

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

There has been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations by following Agencies across all units:

i. Ajinkyatara: Horizon Services Analytical laboratories, Pune

ii. Kandla: M/s. Enpro Envirotech & Engineers Pvt. Ltd.

iii. Haldia: R.V. Briggs & Co. Private Ltd. Kolkata

iv. Munoli: Environmental Health and Safety Research and Development Centre, Belgaum & SMVS Environmental Consultants

v. Athani: Environmental Health and Safety Research and Development Centre, Belgaum

vi. Raibag: SMVS Environmental Consultants

vii. Havalga: National Analytical Laboratories and Research Centre

viii. Panchaganga: Horizon Services Analytical laboratories, Pune

ix. Pathri: Horizon Services Analytical Laboratories Pune

This demonstrates the Company's systematic approach to independent assessment and regulatory compliance across its operations.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:[16]**

| Parameter | Unit | FY 2025–26 | FY 2024–25 |
|---|---|---|---|
| Total Scope 1 emissions*<br>(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 2,98,494.33 | 3,00,227.51 |
| Total Scope 2 emissions[17]**<br>(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 29,500.64 | 7,904.83 |
| Biogenic CO2 emissions by Bagasse and Groundnut Shell briquette | Metric tonnes of CO2 equivalent | 10,86,808.78 | 10,92,982.55 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover<br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of CO2 equivalent/Rupees | 0.000004 | 0.000003 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)[18]<br>(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO2 equivalent/USD | 0.00008 | 0.00006 |
| Total Scope 1 and Scope 2 emissions intensity in terms of physical output[19] | MT CO2/MT of Sugar | 0.70 | 0.75 |
| Total Scope 1 and Scope 2 emission intensity per Employee | Metric tonnes of CO2 equivalent/Employee | 292.33 | 264.72 |

*For FY 2024–25 and FY 2025–26, the Corporate Office data includes only company-owned vehicles and refrigerant consumption.

**The increase in Scope 2 emissions at the Kandla facility during FY 2025–26 was due to reduced solar power generation and increased shutdowns, resulting in higher electricity consumption compared to FY 2024–25.

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

16 The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

17 The above calculations are as per the updated emission factors provided in the $CO_2$ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

18 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

19 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

**Green Belt Development and Afforestation Initiative**

As part of its climate change mitigation and biodiversity conservation strategy, Shree Renuka Sugars Limited continued to strengthen its green belt development programme across its manufacturing locations during FY 2025–26 (April 2025 to March 2026). The initiative focuses on enhancing carbon sequestration, improving local biodiversity, reducing dust and noise pollution, moderating the microclimate, and creating healthier ecosystems around operational facilities.

During the reporting period, the Company undertook the plantation of 82,604 saplings across its operations, increasing the cumulative plantation count from 217,956 trees to 300,560 trees by the end of FY 2025–26. The plantations comprised a diverse mix of native, fruit-bearing, ornamental, and avenue tree species selected based on local climatic conditions and ecological suitability.

The major species planted during the year included Neem, Peepal, Banyan, Pongamia (Karanj), Tamarind, Mahogany, Jamun, Mango, Coconut, Arjun, Indian Tulip, Conocarpus, Rain Tree, Saptaparni, Casuarina, Guava, Lemon, Chikoo, Drumstick, Badam (Almond), Ficus, Bismarckia Palm, Ashoka, Jackfruit, Amla, Bamboo and various flowering and ornamental species. These plantations contribute to enhancing green cover while supporting ecosystem restoration, habitat creation, and long-term carbon absorption.

The plantation drive was implemented across multiple manufacturing units, including Kandla, Athani, Havalga, Munoli, Kolavi, Raibag, Panchaganga, Pathri, Haldia, Ajinkyatara and Anamika Sugars, with the Kandla unit contributing significantly to the annual plantation programme. The Company continues to prioritize the survival and maintenance of planted saplings through regular monitoring, irrigation, and upkeep to ensure sustained environmental benefits.

Through this ongoing afforestation and green belt development programme, Shree Renuka Sugars Limited remains committed to reducing its environmental footprint, enhancing natural carbon sinks, and supporting its long-term decarbonisation and sustainability objectives.

**9. Provide details related to waste management by the entity, in the following format:[20]**

| Parameter | FY 2025–26 | FY 2024–25 |
|---|---|---|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 1,567.58 | 912.10 |
| E-waste (B) | 1.11 | 19.72 |
| Bio-medical waste (C) | 0.04 | 0.03 |
| Construction and demolition waste (D) | 0.00 | 0.00 |
| Battery waste (E) | 4.52 | 7.32 |
| Radioactive waste (F) | 0.00 | 0.00 |
| Other Hazardous waste. (G) | | |
| Used Oil | 7.55 | 6.94 |
| Oil soaked cotton waste | 3.24 | 3.27 |
| Hazardous contain empty barrel | 2.08 | 3.38 |
| Other Non-hazardous waste generated (H) | | |
| Ash | 32,894.69 | 57,671.69 |
| Pressmud/Scum | 1,48,267.83 | 1,07,314.24 |
| ETP Sludge* | 75.47 | 47.00 |
| **Total (A+B + C + D + E + F + G + H)** | **1,82,824.10** | **1,65,985.69** |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) – MT/Rupees | 0.0000021 | 0.0000016 |

20 The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

| Parameter | FY 2025–26 | FY 2024–25 |
|---|---|---|
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[21]<br><br>(Total waste generated / Revenue from operations adjusted for PPP) – MT/USD | 0.000044 | 0.000033 |
| Waste intensity in terms of physical output22 – MT/MT of Sugar | 0.39 | 0.40 |
| Waste intensity per Employee – MT/Employee | 162.94 | 142.60 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste – Plastic, Hazardous and Non-Hazardous Waste | | |
| (i) Recycled – Plastic and Used Oil | 797.35 | 747.88 |
| (ii) Re-used – Used oil, Oil Soaked cotton waste, Ash and Pressmud | 77,065.29 | 72,623.66 |
| (iii) Other recovery operations – Ash Sold to brick manufacturer, Pressmud sold to Farmer and Buy back mechanism for Battery waste | 40,455.08 | 33,856.33 |
| **Total** | **1,18,317.71** | **1,07,227.87** |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste – Plastic, E-waste, Biomedical, Hazardous and Non-Hazardous Waste | | |
| (i) Incineration – Plastic waste, Biomedical waste and Oil soaked cotton waste | 777.36 | 193.81 |
| (ii) Landfilling – ETP Sludge | 29,102.50 | 7.00 |
| (iii) Other disposal operations – Ash is disposed to cement industry through third party transporter after obtaining NOC on need basis else stored in factory back yard and E-waste | 34,624.86 | 58,556.02 |
| **Total** | **64,504.72** | **58,756.83** |

*In the Haldia Unit, there was no disposal of used oil and ETP sludge during FY 2024–25 as the plant remained shut down. The plant continues to be under a long-term shutdown during FY 2025–26. Consequently, there is a difference between the sum of the total waste disposed of and reclaimed, and the total waste generated in FY 2025–26. At the Kandla Unit, ash waste generation decreased during FY 2025–26 due to lower fuel consumption.

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

To date, there has been no independent external review or analysis assessing our operations, performance, or compliance with relevant standards or regulations.

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

The Company adopts a systematic approach for the management of hazardous waste, with a focus on reuse, recovery, and environmentally sound disposal. Used oil is reused as a lubricant for various machinery and equipment, including bagasse conveyors, rotating biological contactors (RBCs), moving bed contactors (MBCs), warehouse shutters, and bullock carts used for cane transportation. This helps extend the useful life of the oil and reduces the consumption of fresh lubricants.

21 The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

22 The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Residual waste oil is also utilized as an alternative fuel by co-firing it with bagasse in the boilers, supporting internal energy generation while reducing waste. Other hazardous waste, such as used barrels, spent oil, and oil sludge, is handed over to authorised recyclers for recovery or disposal in accordance with applicable environmental requirements.

The Company maintains the required records and manifests to ensure traceability and compliance throughout the recycling and disposal process. This approach supports efficient resource utilisation and promotes the safe handling, reuse, recovery, and disposal of hazardous waste.

**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 | Types 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 operations or offices located in or around ecologically sensitive or environmentally protected 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 |
|---|---|---|---|---|---|
| No Environmental Impact Assessment (EIA) was undertaken during the current financial year, as it was not required under the applicable guidelines of the Ministry of Environment, Forest & Climate Change (MoEF). | | | | | |

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

| Serial Number | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|---|---|---|---|
| No material instances of non-compliance were reported during the reporting year FY 2025–26. | | | | |

**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 kilolitres)** | | |
| (i) Surface water | Not Applicable | |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| Total volume of water withdrawal (in kilolitres) | | |
| Total volume of water consumption (in kilolitres) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | | |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | Not Applicable | |
| – No treatment | | |
| – With treatment – please specify level of treatment | | |
| (ii) Into Groundwater | | |
| – No treatment | | |
| – With treatment – please specify level of treatment | | |
| (iii) Into Seawater | | |
| – No treatment | | |
| – With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| – No treatment | | |
| – With treatment – please specify level of treatment | | |
| (v) Others | | |
| – No treatment | | |
| – With treatment – please specify level of treatment | | |
| **Total water discharged (in kilolitres)** | | |

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

There has not been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Scope 3 emissions for FY 2024–25 and FY 2025–26 have been calculated based on the quantity of waste generated and the corresponding waste treatment, disposal, and recovery/reclamation methods adopted.

| Parameter* | Unit | FY 2025–26 | FY 2024–25 |
|---|---|---|---|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) (Limited) | Metric tonnes of CO2 equivalent | 3,824.89 | 1,937.12 |
| Total Scope 3 emissions per rupee of turnover | Metric tonnes of CO2 equivalent/Rupees | 0.000000045 | 0.000000019 |
| Total Scope 3 emission intensity per Employee | Metric tonnes of CO2 equivalent/Employee | 3.41 | 1.66 |

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

There has not been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

**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.**

As the Company does not have operations or offices in or around ecologically sensitive or environmentally protected areas, no significant direct or indirect impacts on biodiversity have been identified. Accordingly, no specific prevention or remediation measures are required in this regard.

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

| Sr. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|---|---|---|
| 1 | Green Belt Development and Afforestation Programme | During FY 2025–26 (April 2025 to March 2026), Shree Renuka Sugars Limited continued its Green Belt Development and Afforestation Programme across its manufacturing locations as part of its climate change mitigation and environmental stewardship initiatives. A total of 82,604 saplings were planted during the reporting period, increasing the Company's cumulative plantation count from 217,956 trees to 300,560 trees. The plantation drive included a diverse mix of native, fruit-bearing, avenue and ornamental species such as Neem, Peepal, Banyan, Pongamia (Karanj), Tamarind, Mahogany, Jamun, Mango, Coconut, Arjun, Indian Tulip, Rain Tree, Casuarina, Guava, Lemon, Chikoo, Drumstick, Bamboo, Ashoka, Jackfruit, Amla and other locally suitable species. | The initiative strengthened the Company's natural carbon sinks by increasing overall green cover and enhancing carbon sequestration potential. It also contributed to biodiversity conservation, improved local air quality, reduced dust and noise pollution, moderated the microclimate around manufacturing facilities, and supported ecosystem restoration. The cumulative plantation base increased to 300,560 trees by the end of FY 2025–26, demonstrating the Company's continued commitment towards decarbonisation and sustainable environmental management. |

| Sr. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---|---|---|---|
| | | The initiative was implemented across multiple manufacturing units including Kandla, Athani, Havalga, Munoli, Kolavi, Raibag, Panchaganga, Pathri, Haldia, Ajinkyatara and Anamika Sugars. The Company also continued maintenance and survival monitoring of the plantations to maximize long-term environmental benefits. | |
| 2 | Installation of a Condensate Polishing Unit (CPU) | A Condensate Polishing Unit (CPU) has been installed to treat cane condensate for its reuse as cooling tower make-up water in the process plant and utility operations. The project is currently under commissioning. | Upon commissioning, the initiative is expected to reduce fresh water consumption and effluent generation by enabling the reuse of treated cane condensate, thereby improving water efficiency and supporting sustainable water management practices. |

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

The Business Continuity Plan (BCP) outlines a structured set of instructions and procedures to guide process owners in effectively carrying out their responsibilities during potential disruptions. Its primary objective is to ensure minimal interruption to company operations and to safeguard the organization's brand reputation. The BCP includes a detailed catalogue of potential incidents that could disrupt business continuity or affect customer supply. For each identified risk event, the plan also highlights associated risk drivers—the underlying factors that could trigger or escalate the likelihood of such events occurring.

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

The Company has not identified any significant adverse environmental impacts arising from its value chain to date. However, it remains committed to proactively monitoring and evaluating potential environmental risks.

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

NIL

8. **How many Green Credits have been generated or procured[23]:**

   a. **By the listed entity –** NIL

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners –** NIL

23 The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

# PRINCIPLE 7-

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




The Company engages constructively with policymakers and regulators, believing that responsible and transparent policy engagement strengthens trust, supports good governance and contributes to a better business environment for all.

### RESPONSIBLE ENGAGEMENT

The Company engages constructively with policymakers and regulators on issues shaping the sugar and agro-sector.

### TRANSPARENCY IN COMMUNICATION

The Company shares timely and accurate information and maintains open dialogue with stakeholders.

### ETHICAL & FAIR INFLUENCE

The Company upholds integrity and fairness in all policy-related interactions.

### STAKEHOLDER INCLUSION

The Company considers the views of farmers, customers, employees and communities in its policy engagement.

### COMPLIANCE & ACCOUNTABILITY

The Company acts in line with applicable laws and maintains high standards of governance.

### PUBLIC INTEREST FOCUS

The Company supports policies that promote sustainable agriculture, resource efficiency and a greener tomorrow.

**ENGAGING RESPONSIBLY.**
**ACTING TRANSPARENTLY.**
**BUILDING TRUST.**
**CREATING IMPACT.**



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




**Essential Indicators**

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

The Company is a member of 10 industry chambers and associations, actively engaging with sectoral and policy platforms to contribute to industry development and sustainable business practices.

**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 | The Associated Chambers of Commerce and Industry of India (ASSOCHAM) | National |
| 2 | Federation of Indian Export Organizations (FIEO) | National |
| 3 | Indian Federation of Green Energy (IFGE) | National |
| 4 | Indian Sugar Mills Association (ISMA) | National |
| 5 | All India Sugar Trade Association (AISTA) | National |
| 6 | The Sugar Technologists Association of India (STAI) | National |
| 7 | All India Distillers Association (AIDA) | National |
| 8 | Western Indian Sugar Mills Association (WISMA) | Maharashtra |
| 9 | South Indian Sugar Mills Association (SISMA) | State (Karnataka, Tamil Nadu and Andhra Pradesh) |
| 10 | Refined Sugar Association (RSA) | International |

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

| Name of authority | Brief of the case | Corrective action taken |
|---|---|---|
| Nil. No corrective action was required, as no adverse orders relating to anti-competitive conduct were received during the reporting period. | | |

**Leadership Indicators**

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

| Sr. 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 actively involved in industry associations to help the development of the industry and to promote the public welfare. All interactions with trade bodies and industry forums are carried out in accordance with the Company's Code of Conduct Policy, to ensure that the highest standards of ethical and responsible business practices are adhered to. | | | | | |

**SECTION C:** PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 8:**

# Businesses should promote inclusive growth and equitable development.




Shree Renuka Sugars is committed to creating opportunities, empowering communities and driving sustainable progress.

The Company believes that inclusive and equitable growth strengthens businesses and contributes to a better society for all.

### CREATE OPPORTUNITIES

The Company enables access to liveiihoods, enterprise opportunities and fair markets.

### EMPOWER COMMUNITIES

The Company invests in rural development, infrastructure, health, water, sanitation and social well-being.

### BUILD CAPABILITIES

The Company promotes education, technical training and skill development to build future-ready workforces.

### PROMOTE EQUITY

The Company champions fairness, equal access and reduces inequalities in its value chain and operations.

### SUPPORT LOCAL & INCLUSIVE VALUE CHAINS

The Company partners with local farmers, MSMEs and suppliers to strengthen local economies.

### DRIVE SUSTAINABLE DEVELOPMENT

The Company creates long-term value for people, communities and the planet.




SUSTAINABLE CANE CULTIVATION → FARMER EMPOWERMENT → RESPONSIBLE MANUFACTURING → LOCAL EMPLOYMENT & ECONOMIC GROWTH → STRONGER COMMUNITIES → INCLUSIVE & EQUITABLE DEVELOPMENT

**GROWING TOGETHER. EMPOWERING LIVES. BUILDING A BETTER TOMORROW.**

Shree Renuka Sugars creates shared value through inclusive growth and equitable development across its value chain and communities.

**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 |
|---|---|---|---|---|---|
| Not Applicable. The Company did not undertake any projects requiring a Social Impact Assessment (SIA) during the reporting year. | | | | | |

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) |
|---|---|---|---|---|---|---|
| Not applicable. The Company did not undertake any ongoing Rehabilitation and Resettlement (R&R) projects during the reporting period. | | | | | | |

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

The respective Plant Heads of the Company oversee the grievance redressal mechanism for surrounding communities and are responsible for ensuring the timely, transparent, and effective resolution of concerns raised by local residents.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers[24]:**

| | FY 2025-26 | FY 2024-25* |
|---|---|---|
| Directly sourced from MSMEs/ small producers | 25.79 | 13.77 |
| Directly from within India | 31.61 | 44.67 |

*In the previous year, only non-cane material was considered. For the current year, both cane and non-cane materials have been considered. Accordingly, the previous year's data has been revised to show the correct number.

24 The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**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[25]**

| Location | FY 2025–26 | FY 2024–25 |
|---|---|---|
| Rural | 51.51 | 50.00 |
| Semi-Urban | 16.05 | 18.00 |
| Urban | 11.88 | 11.00 |
| Metropolitan | 20.56 | 21.00 |

**Leadership Indicators**

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

| Details of negative social impact identified | Corrective action taken |
|---|---|
| Not applicable, as no negative social impacts requiring mitigation were identified through Social Impact Assessments during the reporting period. | |

**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) |
|---|---|---|---|
| Nil. The Company did not undertake any CSR projects in designated aspirational districts during the reporting period. | | | |

**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 currently have a preferential procurement policy that gives preference to suppliers comprising marginalized or vulnerable groups.

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

Not Applicable

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

Not Applicable

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

| S.No | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|---|---|---|---|---|
| Not applicable. The Company did not derive or share any benefits from intellectual properties based on traditional knowledge during the reporting period. | | | | |

**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.**

25 The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

| Name of authority | Brief of the case | Corrective Action taken |
|---|---|---|
| Not applicable. No adverse orders relating to intellectual property disputes involving the use of traditional knowledge were received during the reporting period. | | |

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

| S. No | CSR Project | No. of persons benefitted from CSR projects | % of beneficiaries from vulnerable and marginalized groups |
|---|---|---|---|
| Not Applicable. During the reporting year, the Company was not obligated to incur Corporate Social Responsibility (CSR) expenditure as per the provisions of Section 135 of the Companies Act, 2013 | | | |

## PRINCIPLE 9:

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




Shree Renuka Sugars engages with its consumers responsibly by delivering high quality sugar products, maintaining transparency and ensuring customer satisfaction.

The Company is committed to building trust and creating long-term value for its consumers and all stakeholders.

### FAIR & TRANSPARENT ENGAGEMENT

The Company engages honestly and fairly with consumers through ethical interactions and responsible practices.

### CONSUMER PRIVACY & DATA SECURITY

The Company protects consumer data and ensures privacy and confidentiality across all touchpoints.

### QUALITY & RELIABLE EXPERIENCES

The Company delivers high quality sugar products and ensures safe, consistent and reliable experiences.

### RESPONSIVE COMMUNICATION & SUPPORT

The Company listens to consumer feedback and addresses concerns promptly through effective support.

### TRANSPARENT INFORMATION & DISCLOSURES

The Company provides clear, accurate and timely information about its products and practices.

### CONSUMER SATISFACTION & TRUST

The Company strives to build long-term relationships based on trust, quality and consistent value.




**DRIVEN BY TRUST. DEFINED BY VALUE. BUILT FOR YOU.**

Through responsible engagement and quality products, the Company delivers value that lasts.

**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 a standard operating procedure (SOP) for consumer grievance redressal. Consumer complaints are registered and reviewed by the local Sales Team and the Quality Assurance Team. A replacement is provided to the complainant, and the non-conforming product is collected by the local Sales Team. The product is then submitted to the Quality Assurance Team for further investigation.

**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 | 100.00 |
| Safe and responsible usage | 100.00 |
| Recycling and/or safe disposal | 100.00 |

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

| | FY 2024–25 | | | FY 2024–25 | | |
|---|---|---|---|---|---|---|
| | Received during the Year | Pending resolution at end of year | Remarks | Received during the Year | Pending resolution at end of year | Remarks |
| Data Privacy | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 0 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 0 | 0 | NA |
| Delivery of essential services | 0 | 0 | NA | 0 | 0 | NA |
| Restrictive Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Other – Consumer Complaints | 40 | 0 | Complaints were primarily related to the quality of sugar. | 51 | 0 | Complaints were majorly around quality of the product |
| Total | 40 | 0 | Complaints were primarily related to the quality of sugar. | 51 | 0 | Complaints were majorly around quality of the product |

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

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

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

Yes, The Company has established a Cyber Security Policy and Data Privacy Policy, which are accessible to all internal stakeholders.

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

Not Applicable.

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

**a. Number of instances of data breaches**

Nil. There have been no such instances during the reporting period.

**b. Percentage of data breaches involving personally identifiable information of customers[26]**

There have been no such instances during the reporting period.

**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).**

Brand Website serves as a key channel to access information on the products available.

www.madhursugars.com

Further, the products are listed on various E-commerce and Quick Commerce platforms, for ease of purchase.

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

The Company provides consumers with information on the safe and responsible use of its products through product packaging and brand communications. Its products, packaging, and brand communications comply with the requirements of the Food Safety and Standards Authority of India (FSSAI), including Recommended Dietary Allowance (RDA) and other prescribed nutritional information. This enables consumers to access information on the product and its safe, recommended, and responsible usage.

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

The Company is not an essential service provider, but has put in place the measures to proactively notify its customers of any potential disruption or supply interruption via e-mail and telephonic communication. This timely communication aids in customer information and helps build transparency and trust during crucial moments.

26 The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Yes. The Company ensures that the product labelling is in compliance with the Food Safety and Standards Act, 2006 and other applicable regulations, which ensure that the product information and safety guidelines are accurate. The Company also proactively communicates its product composition, nutrient content and health benefits on product labels, packaging and catalogues, in addition to meeting legal obligations. Consumer trust and perception are regularly assessed through market research.

SHREE RENUKA SUGARS
A Wilmar Group company

SHREE RENUKA SUGARS

# 2025-26

# SDG FOOTPRINTS

***Our Commitment to UN Sustainable Development Goals through Company Initiatives***



## SDG 3 – Good Health and Well-being




### Safety First




The Company's Gokak Sugars Limited, Kolavi unit, has been awarded the Gold Award and a rating of 5.0 Star in the Safety Category at the 9th Annual OHSSAI HSE Excellence & ESG Global Awards 2024, for its exemplary safety performance. The Company was also individually recognized for HSE Leadership and HSE Mentor for its continued efforts to build leadership, capacity and a proactive safety culture.

The awards highlight the Company's ongoing commitment to embedding strong health, safety and environmental management principles into its operations, to improve the health of its employees, to ensure safe working environments and to ensure that its business activities are consistent with internationally recognised sustainability principles and the UN SDGs.



### Learn Safe. Stay Safe.

The Company marked the National Safety Week 2025 by organizing various activities at its office in Belgaum, which highlighted the importance of workplace safety, preparedness, and employee well-being in the context of advancing UN SDG 3. The observance aimed to reinforce a culture of safety through raising awareness, ensuring employee involvement and embedding safe work practices throughout the organisation.

Safety awareness training was conducted on hazard identification, risk mitigation and adherence to safety protocols. The employees also engaged in an interactive safety quiz, which helped them refresh their knowledge of workplace safety and emergency response protocols, promoting awareness and accountability to ensure a safe and healthy work environment. The Company's activities under these initiatives included further developing the safety culture, improving employee involvement in health and safety work, and contributing to the Company's overall efforts to build resilient, inclusive and sustainable workplaces.

## Safety Begins with Leadership



The Company was also involved in the second global Lead Safety, Live Safety campaign by Wilmar International to help achieve UN SDG 3. The campaign, which took place across the Wilmar Group, helped to promote a culture of safety through the visible safety leadership, employee engagement and proactive risk management initiatives. The campaign promoted shared responsibility of leaders and employees in identifying hazards, avoiding work incidents and improving health and safety in the Company's work.

The initiative helped to create a safer, healthier and more resilient workplace by encouraging active participation, holding leaders accountable and making safety a fundamental part of the Company's culture, its values and its business.

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## Safe Food, Healthy Lives




The Company introduced an initiative for consumer awareness to spread awareness of food hygiene and safe food handling practices called **"Sirf Packed Nahi, Hygienic Bhi"**. The programme included presentations by experts on food safety, food hygiene and food packaging, providing consumers with knowledge for better information about food quality and safety, and hygienic handling of food products.

The campaign helped raise awareness about food safety and responsible consumption, thereby helping to enhance the health and safety of the public and reaffirming the Company's dedication to the safety of its food products, consumer well-being, and sustainable business practices.

The Company's senior management visited its manufacturing plants and facilities to speak with operational teams and inspect quality assurance, food safety and workplace safety. The visits helped leadership gain insight into the processes, as well as to strengthen compliance with quality and safety requirements, and to promote discussion on ongoing improvement projects. The initiative has helped the Company maintain its operational excellence, responsible manufacturing and supply of safe and quality products through visible leadership, strengthening governance around health, safety and quality practices and encouraging employee engagement.



The Company is continuing to enhance its occupational health, safety, environmental and food safety management systems throughout its operations as part of its efforts for UN SDG 3.

The Company has a robust risk management system in place through the Hazard Identification and Risk Assessment (HIRA) and follows internationally recognized standards for occupational health and safety (ISO 45001:2018) and environmental management (ISO 14001:2015). These systems can help identify and address workplace hazards, meet regulatory requirements, and continuously improve health, safety, and environmental outcomes.

The Company also marked World Food Safety Day by engaging its employees in various activities, including quizzes and interactive learning sessions, as well as expert-led discussions to further reinforce food safety practices throughout the value chain. The programme focused on the need for employees to be aware of and accountable for high standards of hygiene, quality and food safety throughout the sourcing, processing, packaging and distribution processes.

The Company has a comprehensive Occupational Health and Safety (OHS) Policy that underpins these efforts and supports the Company's activities in ensuring a safe, healthy, and secure working environment. These efforts complement the Company's efforts to protect employees' health, ensure product quality and consumer safety, reduce environmental effects, and incorporate responsible business practices that meet the UN Sustainable Development Goals.

## Excellence in Health & Safety

The Company's Kandla Unit received Platinum Awards for Excellence in Health & Safety for Workers and Environmental Excellence at the FAME Awards for its continued efforts in maintaining high standards of occupational health, workplace safety and environmental stewardship. The recognition is a result of the Company's ongoing efforts to provide a safe and healthy workplace, improve the health of its employees and integrate responsible environmental management into its culture. Applies good practices throughout its operations.




These successes are part of the Company's overall sustainability efforts and help advance UN SDG 3 by continually improving its health, safety and environmental performance.




## Safety through Technology

The Company uses the Enablon digital platform to improve its occupational health and safety management systems by facilitating the reporting of workplace hazards, tracking corrective and preventive actions, and monitoring safety performance at manufacturing sites. The platform improves transparency, accountability and proactive risk management, and helps to continually improve the safety of the workplace and to the Company's commitment to UN SDG 3.

## Building a Safer Tomorrow

The Company's Munoli Site has been awarded the Gold Award in the Safety Category at the 10th APEX India Occupational Health & Safety Awards 2025. The recognition highlights the site's continued focus on implementing robust Health, Safety, and Environment (HSE) practices and maintaining high standards of workplace safety.

The award is a testament to the proactive work that has been done on the site to improve safety awareness, HSE performance and integrate responsible working practices into its everyday work. As a result, the Company is fostering a safety, health and performance culture that aligns with its dedication to UN SDG 3.



## SDG 5 – Gender Equality




### Empowering Every Woman

**Cultural sensitivity and emotional intelligence matter**



Ravi Gupta, Executive Director – Shree Renuka Sugars Limited

In India, consumption decisions are often influenced by **family, community, and tradition**. A woman may make the purchase, but she often considers the well-being of everyone—from children to in-laws. Brands must speak to her emotional intelligence, not just her economic power.

The Indian woman values products that help her care, nurture, and uplift—without compromising her agency. Campaigns that acknowledge her emotional labor, her silent leadership, and her constant balancing act tend to resonate more deeply.

**Respect her time, not just her wallet**

The Indian woman—urban or rural—juggles multiple roles. Her time is stretched thin, and her decisions are thoughtful. Brands that truly respect her will simplify her life, not complicate it.

An excerpt from "Beyond the Hype: Earning Trust in Women-Centric Marketing" in ET Edge Insights.

The Company is working towards UN SDG 5 by promoting an inclusive, equitable and safe workplace that embraces diversity and employee wellness. The Company has put in place mechanisms for the prevention and redressal of sexual harassment in the workplace and compliance with the applicable provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Employees are trained in mandatory POSH awareness and sensitisation trainings to raise awareness on appropriate conduct in the workplace, prevention measures and grievance redressal mechanism. The Company did not receive any complaints of sexual harassment during the reporting period and continues to strive to provide a respectful, safe and inclusive workplace. The Company also encourages gender diversity by encouraging women to work in the Company through various initiatives and offers enabling working practices such as maternity benefits for women employees who are eligible.

In an article entitled "Beyond The Hype: Earning Trust In Women-Centric Marketing" published by ET Edge Insights, the Company's Executive Director, Mr. Ravi Gupta shared some insights on building authentic and trust driven engagement in women centric marketing. The article highlighted the need to transcend stereotypes and appreciate women's aspirations, values and changing preferences when creating products and brand communication. These efforts continue to support the Company's efforts to promote gender equality, inclusive growth and responsible business practices in line with the UN SDGs.

## SDG 6 – Clean Water & Sanitation




### Reuse Every Drop



As part of its efforts to manage water resources sustainably and use them responsibly, the Company has installed Zero Liquid Discharge (ZLD) systems at its manufacturing facilities. The systems allow for the efficient treatment, recycling and re-use of wastewater, with a corresponding reduction in the amount of freshwater required, minimisation of environmental impact and elimination of the discharge of untreated effluents to the environment.

These initiatives align with the Company's commitment to UN SDG 6, which focuses on efficient water usage, better conservation of water resources, and improved environmentally responsible practices.




### Water for All

In addition to its operational interventions, the Company has been actively involved in community water stewardship interventions to increase access to clean water and increase local water security. Schools, anganwadis and neighbouring villages have been equipped with Reverse Osmosis (RO) plants to access safe drinking water via community taps for improved health and well-being of local communities.

The Company has also taken measures to conserve water by creating artificial ponds, deepening of existing natural ponds, bunds etc. for water storage, to enhance the groundwater recharge and for use in agriculture especially during dry seasons. These efforts help to increase community resilience and ensure sustainable water supply.

These efforts help the Company progress towards UN SDG 6, responsible water management, by encouraging responsible water use, facilitating access to clean water, and helping to support sustainable livelihoods in the local community.

## SDG 7 – Affordable and Clean Energy




### Driving Cleaner Mobility

The Company is committed to supporting the SDG 7 (Cleaner Energy) by encouraging the use of cleaner energy sources and improving energy efficiency in its activities. The Company leverages the production of renewable energy from its cogeneration plants, thus diversifying its energy portfolio and promoting sustainable energy management. In a continuation of its efforts for cleaner energy solutions, the Company has shared in an article in The Indian Express the importance of ethanol-based flexi-fuel vehicles (FFVs) in the path of sustainable mobility.


A GREEN HYBRID FOR DELHI

*A shift to cars that switch between petrol and ethanol can help clean the city's air*

RAVI GUPTA

The Indian EXPRESS

The article outlined the need for increasing ethanol infrastructure, creating policy enabling conditions and encouraging synergies between stakeholders to move towards ethanol solutions. These initiatives demonstrate the Company's efforts towards promoting access to cleaner energy, improving energy efficiency, and contributing to the advancement of sustainable energy systems.

### Energy Efficiency



The Company will strive to enhance energy efficiency and minimize its environmental impact by implementing energy conservation programs systematically in all its manufacturing plants. These are the implementation of energy efficient technologies, process optimisation, periodic energy performance monitoring and continuous improvement efforts to reduce specific energy use and increase operational efficiency.

The Company uses spent wash from the ethanol production process as a fuel source for energy production as part of its circular resource management strategy. This practice can recover the energy from the process by-products, decrease the reliance on traditional fossil fuels, lessen waste production, and improve the use of resources. The Company's efforts in this regard not only alleviate the pressure on its environmental footprint but also advance its sustainability goals and its efforts to promote renewable energy. These efforts help the Company reduce greenhouse gas emissions, optimize its use of resources and increase its operational resilience, and align with the Company's overall environmental sustainability goals and responsible production.

### Fueling the Energy Transition

As part of this effort to support UN SDG 7, the Company, in an episode of the ChiniMandi.com podcast, spoke about the contribution of sugar and ethanol industry to the energy transition in India. The discussion focused on ethanol blending, enabling infrastructure, sustainability considerations, and the contribution of the agri-energy sector towards advancing cleaner energy solutions.



The podcast also emphasised the importance of policy support, technological advancements, and industry collaboration in accelerating the adoption of biofuels. It emphasized the importance of ethanol in enhancing the energy security of India, its dependence on fossil fuels, and its contribution to the country's low carbon economy.

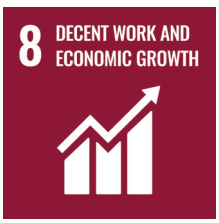
## Driving Clean Energy



In an interaction with ZEE Business at Budget Chaupal 2026, the Company shared its views on the sugar, ethanol and bio-energy outlook in the Union Budget, which it is committed to support through its efforts in achieving UN SDG 7. The continuity of policies in supporting the growth of the sector, the new promising opportunity of Sustainable Aviation Fuel (SAF), and the contribution of the sugar and bio-energy sectors to India's energy transition were emphasized.

The meeting further highlighted the importance of ongoing investments in biofuel infrastructure, innovation, and policy support to promote the use of cleaner energy alternatives. It highlighted the sector's role in strengthening the energy security of India, in minimizing fossil fuel dependence and in helping achieve the long-term decarbonization goals of the country by creating sustainable bio-based energy solutions.

## SDG 8 – Decent Work and Economic Growth




### A Great Place to Grow

The Company has been in the list of "Great Place to Work®" for the third year in a row and also got the recognition as one of the Top 50 Great Workplaces in Manufacturing (Large Category) in India. The recognition is a testament to the Company's ongoing commitment to building a culture of inclusion, collaboration and performance that is focused on the well-being, learning and professional growth of its employees. The Company's policies and practices focus on its people, both of which are supported by its efforts to foster a culture of trust and respect, and this approach ensures that employees are able to work in a positive environment to support the Company's sustainable growth.

### Safe Work, Strong Workforce




The Company's Havalga Site received the Gold Award in the Safety Category for its outstanding efforts in implementing the Company's health, safety and environmental (HSE) practices at the 10th Annual OHSSAI HSE Excellence & ESG Global Awards 2026. The Company also won leadership awards in the HSE category, which further demonstrated its dedication to ensuring the highest workplace safety, regulatory compliance and operational excellence standards across its operations.

The Company is continuing to enhance its safety management systems by conducting regular risk assessments, preventive maintenance, safety audits, employee training programmes, emergency preparedness programmes and implementing best in class HSE practices. The Company aims to reduce the risks at work and ensure all employees and all stakeholders work in a safe, healthy and inclusive environment by building a culture that places safety as a shared responsibility, engaging employees and fostering continuous improvement in safety.

The Company's ongoing initiatives are helping to advance UN SDG 8, promoting safe and secure working conditions, employee well-being and productive and sustainable industrial operations, and are a testament to the Company's commitment to responsible business practices.

## Cultivating Shared Growth



The Company actively interacts with its stakeholders on environmental, social and governance (ESG) performance issues to ensure that communication is transparent, stakeholder relationships are enhanced and responsible and sustainable business practices are encouraged. The Company engages in ongoing dialogue and feedback with stakeholders to gain insights into the expectations, concerns and issues and to ensure these are considered in decision making.

The Company is also continuing to help sugarcane farmers by providing dedicated extension programmes to improve agricultural productivity and sustainability. These efforts aim to encourage better agricultural practices, water and nutrient management, and adaptation strategies to climate change, and to provide access to good quality agricultural inputs and technical support. The Company aims to enhance the yield of crops, livelihoods of farmers and make the sugarcane value chain more resilient and sustainable by providing them knowledge and resources.

## SDG 10 – Reduced Inequality




### Workplaces for Everyone



The Company will strive to create an inclusive and equitable working environment by continually improving access to offices and manufacturing sites. It is improving its infrastructure to provide for the needs of persons with disabilities, including providing accessible pathways, entrances, restrooms and other necessary workplace accommodations which will facilitate movement and participation.

All these efforts are targeting to build a barrier free working environment for all employees to contribute with dignity and equal opportunity in an effective manner. The Company's actions for accessibility and inclusion are embedded in its work practices and will help achieve UN SDG 10 – which aims to reduce inequalities – and reinforce the Company's commitment to diversity, equity and equal access.

## SDG 12 – Responsible Consumption and Production




### Cut Smart. Waste Less




The Company, along with Dentsu Webchutney, launched The Good Cut initiative to promote more sustainable packaging and sensitise consumers to responsible plastic disposal. The campaign asks consumers to simply change their behaviour, by cutting the sugar packets horizontally rather than tearing off the corners. It's a small gesture, but it makes a big difference, to make sure the whole packet stays together after use, and not create small pieces of plastic that can end up in the environment as micro plastics and get lost in waste collection.

The campaign highlights the importance of consumer awareness and responsible disposal, showing that individual efforts can have a significant impact on the environment. The Company aims to encourage responsible consumption, reduce plastic waste and contribute to the transition towards a more sustainable and circular economy, all while demonstrating its dedication to environmental responsibility, through innovative communication and behaviour-change campaigns like The Good Cut.

### Responsible Production, Trusted Quality

The Company further enhanced its food safety and quality management systems by keeping its first AIB compliant sugar manufacturing unit and most of its manufacturing units were certified under FSSC 22000 Version 6. The Company had a network of more than 35 food safety internal and lead auditors, and FSMS certified co-packers who ensured the Company consistently implemented strong food safety practices throughout its manufacturing and supply chain operations. The initiatives continue the Company's work to provide safe, high-quality products and help reach UN SDG 12. The Company's The Good Cut initiative continued to be recognised by the industry for the promotion of sustainable packaging and responsible consumer behaviour. It won the Kyoorius Award 2025 for the Baby Blue Elephant and also the Bronze Award in the Social Impact category at the Good Ads Matter Awards. These recognitions highlighted the innovative strategy of the initiative to encourage a simple behavioural change, leading to the responsible disposal of packaging waste, and thus to more sustainable consumption patterns, thereby helping to reduce microplastic pollution.







One of the world's most stringent assessments of Good Manufacturing Practices (GMP) and Food Safety, AIB International, was successfully completed by the Company's Kandla Refinery for the first time. This milestone, achieved in its first attempt, marks the Company's commitment to and implementation of robust food safety systems, operational excellence and compliance with internationally recognised manufacturing standards, and positions it among a small number of sugar refineries in the world to do so. The achievement underscores the Company's efforts to provide safe, high-quality products and helps to achieve UN SDG 12.



The Company has also been awarded the Best Food Safety Practices Award at the India Food Safety Summit & Awards for its efforts in maintaining high food safety standards by implementing stringent quality assurance measures, robust food safety management systems and regular food safety awareness and capability building programs for its employees. The recognition highlights the Company's dedication to enhancing responsible production practices and food safety in its operations.

## Committed to Food Safety



The Company has been awarded the Winner's Trophy for the 16th CII Food Safety Awards for Outstanding Contribution to Food Safety. The recognition reflects the Company's ongoing initiatives to enhance food safety by implementing effective risk management frameworks, ongoing improvement programs and fostering a robust food safety culture throughout its operations. The Company implements food safety as part of its operational procedures and thus supports the UN SDG 12 which is responsible manufacturing and quality management.

## Sustainability in Action




For its work towards resource optimisation, sustainable manufacturing and the use of environmental friendly practices throughout its operations, the Company has been awarded the FIPS (Foundation for Innovative Packaging & Sustainability) Award for Outstanding Sustainable Practices. It highlights the Company's efforts to enhance resource efficiency, minimize environmental footprint, and embed sustainability in its business practices. These measures help to reduce resource consumption and promote sustainable production, supporting SDG 12 of the UN SDG 12 agenda.

## Choose Responsibly



The Company organised a consumer awareness campaign on World Nature Conservation Day to promote mindful usage and responsible disposal of plastic packaging. In the context of this campaign, the Company highlighted the need for responsible consumption and promoted awareness of the reduction of the environmental impact of plastic waste. The initiative is part of the UN SDG 12, which aims to promote sustainable consumption patterns.

The Company has also taken another step to promote sustainable packaging by inviting the industry partners and stakeholders to use The Good Cut, an innovation in packaging that reduces the amount of micro-plastic pollution caused by traditional packet-tearing. The Company's implementation guide was made available to the general public, thus promoting the industry's adoption of responsible packaging practices and further encouraging collective action for sustainable production and consumption.

## SDG 13 – Climate Action




### Towards Net Zero

Mr. Ravi Gupta, the Company's Executive Director, and Chairperson of Indian Federation of Green Energy – Sugar to Ethanol Forum, became a member of the Steering Committee of India BioEnergy & Tech Expo 2025. The platform facilitated the convergence of policy, industry, academia, and other stakeholders to promote discussions on bioenergy, ethanol, and India's Net Zero goals, thereby creating an opportunity to collaborate on the creation of renewable energy solutions and the shift towards a low-carbon economy. The Company's leadership and engagement in industry platforms supports the UN SDG 13 on pathways to decarbonization.




### Cleaner Production, Better Tomorrow



The Company's integrated manufacturing process allows sugar to be manufactured without the use of sulphur, which allows for high product quality and responsible manufacturing that minimises the use of process chemicals. The bagasse produced in the sugar production process is used as a renewable energy source for cogeneration, which generates electricity and process steam, thereby reducing the need for traditional fossil fuels and greenhouse gas emissions.

This helps to achieve UN SDG 13 on decarbonisation. The Company implements circular resource management through valorisation of by-products of sugar production such as molasses and bagasse for ethanol production and generation of renewable energy. The Company advances UN SDG 13 by contributing to lower carbon production systems, by maximising the efficiency of the use of resources and minimising the production of waste.

The Company handles plastic waste, e-waste and hazardous waste in compliance with the regulatory requirements and Extended Producer Responsibility (EPR) obligations. Water is reused throughout manufacturing processes via separate water reuse systems, helping to minimize freshwater use and water efficiency.

## SDG 15 – Life on Land




### Growing Green Together

The Company conducts plantation drives in its manufacturing sites and surrounding areas to improve green cover, restore the ecosystem and create awareness among its employees and the community. The projects are important for biodiversity conservation, ecological resilience and for the development of healthier natural habitats, in line with UN SDG 15 (protection, restoration and sustainable management of terrestrial ecosystems).



### Smart Farming, Greener Future



The Company's Smart Agri programs encourage efficient irrigation and better agronomic practices for sustainable sugarcane production. The project's efforts to promote efficient use of natural resources and sustainable agricultural practices help to achieve better soil health, greater ecosystem resilience, and sustainable land management, which are all aligned with UN SDG 15.

## SDG 16 – Peace, Justice and Strong Institutions




### Leading with Integrity



The Company is dedicated to promoting ethical business practices, integrity and responsibility by establishing a strong corporate governance framework that is rooted in the Company's Code of Conduct, which includes detailed Anti-Bribery and Anti-Corruption (ABAC) guidelines. The Code sets out clear standards for ethical behaviour, transparency, accountability and adherence to the relevant laws and regulations, which will help employees to behave in a way that is honest and fair. To support these principles, the Company regularly organises awareness and capacity-building programmes to ensure the employees are aware of the Code of Conduct and its main clauses, such as ethics, integrity, anti-bribery and anti-corruption, conflicts of interest and responsible decision-making. These efforts contribute to raising awareness among the employees about ethical obligations, fostering a culture of compliance within the organisation and its value chain, and encouraging timely reporting of concerns. The Company's embedding of ethical practices in its operations and its ongoing awareness-raising efforts to strengthen the Company's capabilities in this area help it to contribute to UN SDG 16 on promoting good governance, institutional accountability, and responsible business practices that support sustainable development.

## SDG 17 – Partnership for the Goals




The Company's Executive Director, Mr. Ravi Gupta, participated in the International Procurement & Supply Chain Summit 2025, organised by the Associated Chambers of Commerce and Industry of India (ASSOCHAM). The summit offered a chance for industry leaders and stakeholders to discuss the changing dynamics of procurement, supply chain management, sustainability, and business resilience, as well as sharing knowledge, collaborating, and




exchanging best practices.

The Company is actively involved in the leading industry chambers, associations and sectoral forums, participating in policy discussions, industry collaboration, knowledge exchange and promoting sustainable business practices. The Company's involvement in these platforms allows it to interact with a wide range of stakeholders to exchange knowledge, discuss industry issues and contribute to joint efforts for responsible and sustainable development.

The Company participates in various industry associations like Associated Chambers of Commerce and Industry of India (ASSOCHAM), Federation of Indian Export Organisations (FIEO), Indian Sugar Mills Association (ISMA), South Indian Sugar Mills Association (SISMA), Western Indian Sugar Mills Association (WISMA), All India Sugar Trade Association (AISTA), Refined Sugar Association (RSA), The Sugar Technologists Association of India (STAI), All India Distillers Association (AIDA), and Sugar Association of London (SAL).

The Company actively engages with industry associations and platforms to support the achievement of UN SDG 17 by collaborating with other stakeholders to promote partnerships, knowledge sharing and collective action, as well as to support the development of sustainable solutions.

## Abbreviations used[27]

| Sr. No. | Particulars |
|---|---|
| 1. | ESG: Environmental, Social and Governance |
| 2. | SDG: Sustainable Development Goals |
| 3. | SASB: Sustainability Accounting Standards Board |
| 4. | SEBI: Securities and Exchange Board of India |
| 5. | BRSR: Business Responsibility & Sustainability Reporting |
| 6. | ISSB : International Sustainability Standards Board |

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