Annexure-VII

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN) of the company	L24219TG1993PLC015963
2.	Name of the Company	Bhagiradha Chemicals and Industries Limited
3.	Year of incorporation	07-07-1993
4.	Registered office address	Unit No.1011A, Level 1, Sky One (Wing A), Prestige SkyTech, Financial District, Hyderabad, Telangana, India,500032
5.	Corporate address	Unit No.1011A, Level 1, Sky One (Wing A), Prestige SkyTech, Financial District, Hyderabad, Telangana, India,500032
6.	E-mail	info@bhagirad.com
7.	Telephone	Ph: 040-65440409
8.	Website	https://www.bhagirad.com/
9.	Financial year for which reporting is being done	F.Y. 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹12,96,69,080
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sharanya. M Company Secretary and Compliance Officer 040-65440409 info@bhagirad.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)	Standalone Basis
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment or assurance obtained	Not Applicable

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 Company
1.	Agrochemical Manufacturing	Manufacture of Insecticides, Fungicides, Herbicides and their intermediates	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of Insecticides, Fungicides, Herbicides and their intermediates	20211	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	1	2
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18 (Including States & UTs)
International (No. of Countries)	5

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

Exports constitute about 2.50% of the total revenue.

c. A brief on types of customers

The customers constitute Agrochemical manufacturers, Pesticide formulators and traders.

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)	224	216	96.43	8	3.57
2	Other than Permanent (E)	0	0	0	0	0
3	**Total employees (D + E)**	224	216	96.43	8	3.57
	WORKERS					
4	Permanent (F)	303	286	94.39	17	5.61
5	Other than Permanent (G)	305	275	90.16	30	9.84
6	**Total workers (F + G)**	608	561	92.27	47	7.73

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	-	-	-	-	-
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57%
Key Management Personnel	4	1	25.00%

22. Turnover rate for permanent employees and workers

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.20	8.00	1.52	3.07	12.00	3.48	2.38	15.38	3.02
Permanent Workers	10.70	17.02	11.18	10.33	18.60	10.89	13.28	-	12.84

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.	Bheema Fine Chemicals Private Limited (CIN: U24299TG2020PTC142050)	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹) –5,26,92,48,438

(iii) Net worth (in ₹) –7,23,55,74,809

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)[#]	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL	NIL	N.A.	NIL	NIL	N.A.
Investors (other than shareholders)	Yes	NIL	NIL	N.A.	NIL	NIL	N.A.
Shareholders	Yes*	NIL	NIL	N.A.	NIL	NIL	N.A.
Employees and workers	Yes**	NIL	NIL	N.A.	NIL	NIL	N.A.
Customers	Yes***	NIL	NIL	N.A.	NIL	NIL	N.A.
Value Chain Partners	Yes****	NIL	NIL	N.A.	NIL	NIL	N.A.
Other (please specify)	-	-	-	-	-	-	-

[#]The policies guiding the Company's conduct, including the grievance redressal mechanism, are available on the Company's website at https://www.bhagirad.com/policies/

*The Company has established a mechanism to effectively address and resolve grievances raised by its shareholders. XL Softech Systems Limited has been appointed as the Share Transfer Agent and is responsible for handling shareholders' inquiries, requests, and complaints. The Share Transfer Agent operates in compliance with the guidelines prescribed by the Securities and Exchange Board of India (SEBI) and addresses shareholder grievances through designated communication channels, including email and telephone support.

** The Company's Whistle Blower Policy is accessible to all employees and workers. To facilitate the reporting of concerns, grievances, or suspected misconduct, the Company provides multiple communication channels under its Whistle Blower Mechanism, including a dedicated email address and the option to submit written complaints.

*** The Company provides its customers with multiple communication channels to address and resolve their grievances. Customers may raise concerns or complaints through various forums, including periodic meetings conducted at different organizational levels, as well as through the Company's website, which serves as a platform for submitting issues and complaints.

**** The Company provides its value chain partners with access to a grievance redressal mechanism through multiple communication channels. Value chain partners may raise concerns, complaints, or report issues through designated email addresses, the shared service helpdesk, and the Company's Whistle Blower Policy, ensuring timely and effective resolution of grievances.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
1.	Emissions Management	Risk	Failure to comply with applicable emission norms may result in adverse and potentially irreversible long-term impacts on the environment and society. Such non-compliance could also lead to regulatory actions, including the imposition of levies, fines, and corrective directives, as well as increased costs associated with environmental monitoring, reporting, and compliance management.	Complying with the regulations, conditions and standards set forth by the regulatory authorities.	Negative -Failure to comply with applicable regulations may expose the Company to legal and regulatory risks, potentially resulting in penalties, enforcement actions, operational disruptions, and loss of business arising from coercive measures taken by the relevant authorities.
2.	Data Privacy and Data Security	Risk	Cyber threats pose a significant risk to businesses in today's digital environment. It is critical to ensure that business operations are conducted in a secure manner without compromising the confidentiality, integrity and availability of information and data used in business processes.	The Company's Information Technology team regularly update operating systems, software, and applications, they collaborate with business units to assess security risks, provide training, and disseminate information that promotes safe user practices and safeguards the organization against data breaches.	Negative - Cybersecurity breaches could expose the company to significant risks, including unauthorized access to sensitive data, financial losses, operational disruptions, and regulatory penalties. In addition, breaches could adversely impact business continuity and the Company's long-term growth prospects.
3.	Health & Safety	Risk	Workplace hazards directly hamper the company's productivity, finances and reputation. Effective health & safety practices boost employee morale, increase productivity and promote corporate responsibility.	The Company has taken initiatives to ensure the wellbeing of its employees/ workers. Besides the mandatory coverage of eligible employees under ESI scheme, Group Health Insurance Cover is provided to all the employees and their families to cover their hospitalization bills. An Occupational Health Centre is located inside the factory. The company is increasingly investing in preventive measures. Identifying, understanding, controlling and eliminating the risks associated with hazards at workplace are done on a regular basis.	Negative- Poor health & safety practices directly impact the production output and company's finance resulting in stunted growth. Effective systems are in place to avoid mishaps and reduce costs associated with accidents and incidents, thereby leading to improved confidence and lower employee turnover rates in the company.

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.	Regulatory & Legal Compliances	Risk	The risk of non-compliance may expose the Company to legal penalties, regulatory sanctions, and financial losses arising from failure to adhere to applicable industry laws and regulations. Such non-compliance could adversely impact the Company's revenue, valuation, and reputation, while also resulting in the loss of business opportunities and stakeholder confidence.	The Company has established an adequate system of internal controls to ensure accurate and fair reporting, as well as compliance with all applicable laws, regulations, and internal policies. The Company has also implemented a Code of Conduct, Whistle Blower Policy, and Insider Trading Policy to promote ethical business practices and safeguard the interests of investors and other stakeholders.	Negative- Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and build a better sense of fairness and loyalty among employees.
5.	Ethical business conduct	Opportunity	Ethical business conduct enhances the Company's reputation and fosters stronger relationships with customers, suppliers, investors, regulators, and other business partners, thereby contributing to long-term business sustainability and stakeholder trust.	Company's Code of Conduct, Business Responsibility Policy makes sure that all business processes are conducted ethically and in a fair and transparent manner.	Positive - following an ethical conduct of business helps in having a competitive advantage in terms of reputation and strong customer base. It also helps in drawing more investors towards the business. Aids in avoiding legal issues. Builds trust amongst employees and other business partners.
6.	Risk Management	Opportunity	Integrating risk management into the Company's overall strategy presents several opportunities. It helps safeguard the organization against potential disruptions and enables it to respond effectively and adapt to a rapidly evolving business environment. This approach enhances business resilience, thereby supporting sustained performance, long-term success, and growth.	The Company has an effective risk management framework in place to identify, assess, and mitigate risks faced by the organization. The Company has constituted a Risk Management Committee that oversees key risks and monitors the implementation of mitigation measures to ensure effective management of risk.	Positive- Effective risk management systems are integral to the Company's overall performance, enabling resilience, informed decision-making, and sustainable long-term growth. They also help in anticipating potential challenges and implementing appropriate mitigation measures to address them effectively.
7.	Corporate Social Responsibility (CSR)	Opportunity	CSR strengthens the company's reputation and builds trust among customers, investors, regulators, and local communities. The Company engages with communities in and around its areas of operation through its CSR initiatives that focus on promoting education, health care, rural development, skill development etc.	The Company undertakes a range of Corporate Social Responsibility (CSR) initiatives aimed at contributing to sustainable and inclusive development in communities around its areas of operation. Through these initiatives, the company seeks to create long-term social and environmental value while fostering positive engagement with local communities and stakeholders.	Positive – Enables continuous engagement with communities empowering sustainable livelihoods.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or Negative implications)
8.	Human Capital	Opportunity	Human capital is a vital strategic resource for Bhagiradha. The Company consistently invests in nurturing employee growth and development, aligning talent capabilities with business objectives to drive synergy and long-term success.	The Company actively invests in upskilling and reskilling its employees, streamlines processes, and fosters employee engagement to enhance retention and improve productivity.	Positive: Retention of key talent through strategic human resource initiatives enhances productivity, strengthens organizational capability, and supports sustainable business growth.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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	The Policies are available on the website of the company at https://www.bhagirad.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• ISO 9001:2015 – Quality Management Systems • ISO 14001:2015 – Environmental Management Systems • ISO 45001:2018 – Occupational Health & Safety Management • RC 14001:2015 – Environment, Health, Safety and Security Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company aims to create value for its stakeholders not only through its products but by striking a balance between sustainability priorities and business. We are constantly endeavouring to reduce our energy consumption in an effort to reduce our carbon footprint. We are consistently moving towards adopting innovative production technologies that are more sustainable and environmentally friendly. We have taken proper control measures in addressing issues of climate change, pollution/waste management, and emission control. We acknowledge the necessity of coordinating our ESG endeavours with our business objectives. We shall ensure putting all plans into actions that shall compliment sustainability requirements. We are committed to improving our ESG practices and outcomes.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company continuously monitors its performance against the said indicators periodically, takes corrective actions as needed and institutionalise preventive steps to strengthen its performance on the said parameter.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. Bhagiradha Chemicals is committed to integrating ESG principles into its business practices and continuously enhancing its sustainability performance. The Company focuses on ongoing innovation and improvement in sustainable operations, recognising that such efforts are essential for building a greener and healthier future for coming generations. Sustainability is embedded across all aspects of its business, with a framework aimed at reducing carbon footprint and promoting responsible practices that deliver benefits to society at large. In order to reduce its environmental impact, the Company concentrated on decreasing energy, water, and waste as part of resource optimization. In accordance with its sustainability objective, the Company is also running several programmes. Safety comes first for the company, with the main goal being that everyone returns home safely each day.									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors are responsible for implementation and oversight of the Business Responsibility policies. Sri. A. Arvind Kumar, Executive Director and CEO and Sri. K. Ranjit Kumar, Chief Financial Officer.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has a Risk Management committee of the Board of Directors which is responsible for making decisions on sustainability issues								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Annually								

11.	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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	4	Business Overview, business strategy, corporate governance, CSR, updates on subsidiary, SEBI Listing Regulations, statutory updates and regulatory updates.	100%
Key Managerial Personnel	3	Whistleblower policy, code of conduct for senior management, business ethics, labour laws, information technology changes, POSH Act, information security and risk management.	100%
Employees other than BoD and KMPs	4	Code of conduct, cyber security, POSH Act, labour laws, safety, health, and wellness at workplace, personality development, safety training to prevent hazards/accidents in factory, first aid training, pollution control, energy conservation, waste reduction and water saving.	80%
Workers	8	Safety and health, energy conservation, waste reduction, POSH Act, labour and human rights, safety training to prevent hazards/ accidents in factory, first aid training.	80%

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

Monetary

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

Non-Monetary

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

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

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

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

The Company places a strong emphasis on conducting business in a fair, transparent and ethical manner. To ensure compliance with ethical standards, the Company strictly follows all relevant laws and regulations that prohibit bribery and other corrupt activities. The Company continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses. The anti-corruption or anti-bribery is covered under Business Responsibility Policy and Code of Conduct Policy of the company which are available on the website of the company at https://www.bhagirad.com/policies/

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 (Current Financial year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	101.00	108.43

9. Open-ness of business

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

Parameter		Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	9.39%	13.85%
	b.	Number of trading houses where purchases are made from	16	17
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	83.21%	91.72%
Concentration of Sales	a.	Sales to dealers/ distributors as % of total sales	6.62%	7.19%
	b.	Number of dealers/distributors to whom sales are made	5	9
	c.	Sales to Top 10 dealers/ distributors as % of total sales to dealers/ distributors	100%	100%
Share of RPTs in	a.	Purchases (Purchases with related parties/ Total Purchases)	19.59%	4.75%
	b.	Sales (Sales to related parties/Total Sales)	0.42%	0.02%
	c.	Loans & advances (Loans & advances given to related parties/ Total loans & advances)	100%	100%
	d.	Investments (Investments in related parties/Total Investments made)	100%	-

Leadership Indicators

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

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

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 placed necessary safeguards to avoid any conflict of interest involving members of the Board. Company has adopted a policy on dealing with the related party transactions and ensures compliance of law at the time of entering into any transaction with its related parties and the company has also adopted Code of Conduct for Senior Management and Board Members. The policies are available on its website at https://www.bhagirad.com/policies/

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.**

	Current Financial Year (FY 2025-26)	Previous Financial Year (FY 2024-25)	Details of improvements in environmental and social impacts
R&D	12.25%	11.5%	Our emphasis on digitizing operations, leads to a reduced carbon footprint and enhanced efficiency, thus reflecting our intent to make a positive contribution to the environment and society
Capex	36.50%	38.00%	We implemented certain technologies to enhance the environmental sustainability of our operations. Effluent treatment plant was modernized over the years with installation of contemporary and energy efficient equipment. Also a 4MW behind-the-meter Solar Power Plant has been installed at the Ongole Factory.

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

   Yes, the company has procedures in place for sustainable sourcing and reviews the sources from the sustainability perspective periodically.

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

   76%. The company procures raw materials from reputed manufacturers and ensures that applicable protocols are followed while loading, unloading and during the transportation.

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.**

   - Inorganic solid waste generated in the process of manufacture are sent to TSDF for secured land filling as approved by APPCB.
   - Process Organic residue, ETP sludge, date expired, discarded and off-specification raw materials/product, used membranes from water treatment plant, general waste such as insulation puff, insulation wool, used PPE, nitrile rubber, paper waste, packing material waste, PPFRP etc. are sent to pre-processors/authorized cement industries for co-processing (as utilizable waste) as approved by APPCB.
   - Waste oil & grease is disposed to APPCB authorized agencies as recyclable waste.
   - Used filters contaminated with oil from DG Sets are disposed to APPCB authorized re-processor/recycler as recyclable waste.
   - Used lead acid batteries sent to supplier on buy back basis.
   - Boiler ash is disposed to brick manufacturers.

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.**

Extended Producer Responsibility is currently not applicable to the company. However, the company strives towards reducing waste and reusing treated water at different stages of its operations and ensures a Zero Liquid Discharge System while complying with the statutory requirements of the Central and/or State Pollution Control Boards.

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 did not conduct any LCA in FY 2025-26					

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
Manufacturing of pesticides, herbicide, fungicide and their intermediates	Manufacturing of pesticides, herbicides, fungicides, and their intermediates involves the use of chemicals that may pose environmental risks if not handled, stored, transported, and disposed of properly.	The company is running its manufacturing plant/facilities and operations in compliance with the applicable environmental, health, and safety regulations and the directives issued by regulatory authorities, including the Andhra Pradesh Pollution Control Board (APPCB), the Directorate of Factories, and the Central and State Pollution Control Boards. Regular monitoring, adherence to prescribed operating standards, and implementation of environmental management practices help minimise environmental impacts and ensure responsible handling of chemicals throughout the manufacturing process.

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 Current Financial Year	FY 2024-25 Previous Financial Year
Input Material	8.16%	8.23%

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 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	5286.54	Nil	Nil	4608.9
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	216	216	100%	216	100%	0	0%	0	0%	0	0%
Female	8	8	100%	8	100%	8	100%	0	0%	0	0%
Total	224	224	100%	224	100%	8	3.57%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	286	286	100%	286	100%	0	0%	0	0%	0	0%
Female	17	17	100%	17	100%	17	100%	0	0%	0	0%
Total	303	303	100%	303	100%	17	5.61%	0	0%	0	0%
Other than Permanent workers											
Male	275	0	0%	0	0%	0	0%	0	0%	0	0%
Female	30	0	0%	0	0%	0	0%	0	0%	0	0%
Total	305	0	0%	0	0%	0	0%	0	0%	0	0%

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.17%	0.12%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	0%	13.28%	Y	0%	20.33%	Y
Others- please specify	NA			NA		

*All the employees and workers whose monthly gross salary is less than ₹21,000 only, are eligible for ESIC benefits.

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 ensures that all the locations where it operates are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has implemented various measures to achieve this, including the provision of wheelchair access, ramps and elevators.

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

Yes, the Company is committed to maintaining a policy of non-discrimination and enforcing a strong stance against any behaviour that contravenes its ethics and Code of Conduct. These standards are clearly outlined in the Business Responsibility Policy, demonstrating the Company's dedication to promoting a culture of fairness, respect and accountability. The same can be accessed at https://www.bhagirad.com/policies/

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	N. A	N. A	N. A	N. A
Female	N. A	N. A	N. A	N. A
Total	N. A	N. A	N. A	N. A

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	The company has grievance redressal mechanisms in place. This mechanism is a formal process for workers/employees to report any issues or concerns they may face in the organisation. Workers can report grievances in person or can report via email, telephone or letter to managers/ senior management personals of the company. Once a grievance is reported, the company takes necessary actions to resolve it. In addition to the above, the Company has adopted the whistle blower mechanism for employees to report concerns about unethical behaviour, actual or suspected fraud, or violation of the Company's code of conduct and ethics. It also provides for adequate safeguards against victimization of employees who availed the mechanism and also provides for direct access to the Chairperson of the Audit Committee.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	224	0	0%	180	0	0%
- Male	216	0	0%	165	0	0%
- Female	8	0	0%	15	0	0%
Total Permanent Workers	303	0	0%	366	0	0%
- Male	286	0	0%	356	0	0%
- Female	17	0	0%	10	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current financial year)					FY 2024-25 (Previous financial year)				
	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	216	206	95.37%	192	88.89%	165	155	93.93%	148	89.69%
Female	8	7	87.50%	6	75.00%	15	12	80%	9	60.00%
Total	**224**	**213**	**95.08%**	**198**	**88.39%**	**180**	**167**	**92.77%**	**157**	**87.22%**
Workers										
Male	286	286	100%	206	72.03%	356	356	100%	188	52.80%
Female	17	17	100%	12	70.59%	10	10	100%	4	40.00%
Total	**303**	**303**	**100%**	**218**	**71.95%**	**366**	**366**	**100%**	**192**	**52.46%**

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

Category	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	216	216	100%	165	165	100%
Female	8	8	100%	15	15	100%
Total	**224**	**224**	**100%**	**180**	**180**	**100%**
Workers						
Male	286	286	100%	356	356	100%
Female	17	17	100%	10	10	100%
Total	**303**	**303**	**100%**	**366**	**366**	**100%**

10. Health and safety management system:

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

Yes, a Health Centre is located inside the factory and it functions round the clock with qualified staff to cater to the needs of onsite employees and emergencies. We also have the relevant ISO 45001:2018 and ISO 14001:2015 certifications in place endorsing compliance with the systems.

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

The company has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including Hazard Identification and Risk Analysis (HIRA) process. The company uses a structured approach to identify and evaluate potential hazards in its operations. The company encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace. Safety walkthroughs by the leadership and senior management are held throughout the organisation. Risk assessment, various system audits, periodic inspections are done to check compliance and adherence to safety protocols and safe operating procedures.

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's workers have multiple channels to report incidents and accidents through the incident reporting system, emails, verbal reporting to supervisors/managers.

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

Yes, Employees and workers of the organisation have access to non-occupational medical and healthcare services. The company also has corporate tie-ups with the nearest multi-specialty hospitals for any emergencies. The employees and their family members are also covered under a Group Health Insurance policy.

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

Safety Incident/Number	Category*	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

*Including in the contract workforce

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

The Company undertook various measures to ensure a safe and healthy workplace which include:

- Implementing Organisation Health and Safety System in line with ISO 45001:2018 standards.
- Organising awareness programs on health and safety.
- Annual medical check-up of all employees in the factory is done under tie-up with a hospital/laboratory.
- Health Centre within the factory premises functions with qualified staff round the clock.
- Facilitating the availability of a qualified doctor in the health centre every day for few hours.
- Conducting periodic safety audits and inspections.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

14. Assessments for the year:

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

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

Not Applicable

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) - Yes

(B) Workers (Y/N) - Yes

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

Periodical verification is done at the time of filing returns to check whether the relevant statutory dues have been paid by the value chain partners. If default is noticed, the partners are followed up for confirmation of payment of statutory dues. Apart from these, wherever applicable, proof of having paid the statutory dues for the previous month is obtained before making payment of further dues to the value chain partners. Internal and statutory audits are conducted during which, instances of default by value chain partners are identified. These audits provide a comprehensive assessment of the Company's compliance with relevant laws. By thoroughly reviewing these compliances, the Company aims to uphold its commitment and adherence to labour laws and regulations.

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 (Current Financial Year)	FY 2024-25 (Previous financial year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous financial year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Wherever required and feasible, the company extends assistance by way of referrals to other entities to facilitate employment in deserving cases.

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	-
Working Conditions	-

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

As of now, the Company does not have any policy to oversee health and safety practices and working conditions of value chain partners.

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 company.**

The Company values its relationships with stakeholders and maintains proactive and continuous engagement through various channels such as performance reviews, meetings, surveys, feedback systems, media, events, and other means. This approach allows the Company to foster strong partnerships and build trust with its stakeholders, leading to mutually beneficial outcomes.

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
Shareholders / investors	No	Emails, annual reports, newspaper advertisement/ notices, Company's website, annual general meeting.	Ongoing	Update on business performance and operation, new developments in the company. Update on financial performance.
Customers	No	Email/newspaper/con-call/ meetings/ feedback	Ongoing	Update on business performance and new product development/ initiatives, customer trust and satisfaction, timely and efficient redressal of complaints.
Suppliers / Value Chain Partners	No	Email/newspaper/con- call/ vendor/ supplier meetings	Ongoing	Regular business updates, performance feedback, update on change in regulations pertaining to supplies /services.
Employees/ workers	No	Emails, Telephone, meetings, Website, notice board, communication / performance appraisal meetings/review, wellness initiatives, intranet, circulars, quarterly publication, newsletters	Ongoing	Job satisfaction, performance and Remuneration. Training and development initiatives that support career growth. Safe working conditions. Non-discrimination. Prompt grievance redressal mechanisms.
Government and Govt. Officials	No	Emails / Community meetings/ In person meetings	Need based	Updating Laws and Regulations, positive environmental and social impact of businesses, alignment of businesses with policy priorities for industrial growth.
Banks and Financial Institutions	No	Email/newspaper/con-call/ meetings/ In person meetings	Need based	Update on business, financial performance, financial assistance.

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 Management consistently keeps the Board members informed during Board meetings about the feedback received from a wide range of stakeholders concerning Environmental, Social and Governance (ESG) matters. These updates play a vital role in ensuring that the Board members are well-informed about the perspectives and opinions expressed by stakeholders regarding ESG-related issues. By staying updated, the Board members can make informed decisions and effectively address the concerns raised by stakeholders.

   Moreover, the Risk Management Committee of the board also reviews and monitors the risk associated with the economic, environmental, and social topics and suggests suitable measure to address the concerns raised by stakeholders, which helps the company in effective stakeholder engagement and encourages active participation in ESG initiatives.

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

   Yes, the feedback received from the stakeholders concerned, as explained above, are periodically discussed with the Board and necessary actions are initiated and are used wherever applicable in the activities and policies of the entity.

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

   The Company actively engages with vulnerable and marginalised stakeholder groups surrounding its plant operations to understand their needs. This engagement is integral to the Company's ethos of social responsibility. Through structured initiatives the Company not only ensures that the voices of these communities are heard but also incorporated into the decision-making processes.

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 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	224	196	87.50%	180	136	75.55%
Other than permanent	0	0	0	0	0	0
Total Employees	**224**	**196**	**87.50%**	**180**	**136**	**75.55%**
Workers						
Permanent	303	303	100%	366	366	100%
Other than permanent	305	305	100%	277	277	100%
Total Workers	**608**	**608**	**100%**	**643**	**643**	**100%**

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

Category	FY 2025-26 (Current financial year)					FY 2024-25 (Previous financial year)				
	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	224	-	-	224	100%	180	-	-	180	100%
Male	216	-	-	216	100%	165	-	-	165	100%
Female	8	-	-	8	100%	15	-	-	15	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	303	-	-	303	100%	366	-	-	366	100%
Male	286	-	-	286	100%	356	-	-	356	100%
Female	17	-	-	17	100%	10	-	-	10	100%
Other than Permanent	305	-	-	305	100%	277	-	-	277	100%
Male	275	-	-	275	100%	244	-	-	244	100%
Female	30	-	-	30	100%	33	-	-	33	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number***	Median remuneration/ salary/ wages of respective category**	Number***	Median remuneration/ salary/ wages of respective category **
Board of Directors (BoD)*	2	385.36	0	-
Key Managerial Personnel (KMP)#	2	64.03	1	26.13
Employees other than BoD and KMP	213	5.22	7	7.93
Workers	286	3.31	17	2.71

*There are two Executive Directors on the Company's Board and as such their actual remuneration is given in category of BOD. The Sitting fee paid to the other directors is not considered in BOD Category.

#The Executive Directors who are also KMP have been included in Board of Directors segment and hence, excluded from KMP segment. Sri. K. Ranjit Kumar was appointed as Chief Financial Officer and Key Managerial Personnel (KMP) of the Company with effect from March 01, 2026 and Sri. B. Krishna Mohan Rao retired from the office of Chief Financial Officer (CFO) and Key Managerial Personnel (KMP) of the Company with effect from the close of business hours of February 28, 2026.

**All median remuneration figures are in ₹ Lakhs.

***Active headcount as of March 31, 2026.

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

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Gross wages paid to females as % of total wages	3.99%	3.69%

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

Yes, the Company's senior management is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company is firmly committed to internationally accepted human rights principles and standards. To ensure compliance with this commitment, the Company has established rigorous procedures and processes to prevent any human rights violations across all its operations. Additionally, the Company has implemented a whistle-blower policy to encourage and facilitate the reporting of grievances or complaints by its employees. The Company ensures that if any grievances are received, they are thoroughly investigated and appropriate measures are taken to address the issue or complaint.

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

	FY 2025-26 (Current financial year)			FY 2024-25 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	N.A.	Nil	Nil	N.A.
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced Labour /Involuntary Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Wages	Nil	Nil	N.A.	Nil	Nil	N.A.
Other Human rights related issues	Nil	Nil	N.A.	Nil	Nil	N.A.

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

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	N.A.	N.A.
Complaints on POSH upheld	N.A.	N.A.

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

The company has an absolute zero-tolerance towards any acts of sexual harassment at workplace. Whenever the Company receives any complaint regarding sexual harassment, the company shall initiate immediate steps to ensure the comfort and safety of the complainant. Company ensures that utmost confidentiality is maintained while handling these matters. The Company ensures the above through its Code of Conduct, whistle-blower policy and policy on prevention of sexual harassment.

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

Yes

10. Assessments for the year:

	% of the Company's plants and offices that were assessed (by the company or statutory authorities or third parties)
Child Labour	100%
Forced /Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	-

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

There are no significant risks/concerns that have been identified.

Leadership Indicators

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

   Nil.

   The Company conducts its business operations in an ethical and responsible manner, ensuring that human rights are upheld across all its activities. As a reflection of its strong governance and ethical practices, the Company has not received any grievances or complaints related to human rights issues during the reporting period.

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

   Nil

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

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	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

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

   Not Applicable

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	19111 GJ	1,15,707 GJ
Total fuel consumption (B)	Nil	3,43,088 GJ
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	**19111 GJ**	**4,58,795 GJ**
From non-renewable sources		
Total electricity consumption (D)	1,03,419 GJ	-
Total fuel consumption (E)	3,95,915 GJ	-
Energy consumption through other sources (F)	Nil	-
Total energy consumed from non-renewable sources (D+E+F)	**4,99,334 GJ**	**-**
Total energy consumed (A+B+C+D+E+F)	**5,18,445 GJ**	**4,58,795 GJ**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	994	1051
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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 does not have any site/facilities identified as designated consumers (DCs) under PAT scheme.

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	98,520 KL	1,02,180 KL
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	98,520 KL	1,02,180 KL
Total volume of water consumption (in kilolitres)	98,520	1,02,180
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	189	234
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity(optional) – the relevant metric may be selected by the entity	-	-

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

Yes, yearly report in the format FORM-V (assessment/ evaluation) is prepared and submitted to APPCB.

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

   Zero liquid discharge treatment after treatment water is recycled. No water discharge.

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

No

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

Effluent Treatment Plant Zero Liquid Discharge (ZLD) Details:

The plant has following systems for effluent treatment:

1. Stripper: 100 KL/Day (3 no's)
2. Multiple Effect Evaporator (MEE-I): 3 KL/Hr.
3. Multiple Effect Evaporator (MEE-II): 5 KL/Hr.
4. ATFD: 1KL/Hr (5 No's).
5. Biological Treatment Plant: 150KLD.
6. RO system: 200KLD.
7. Sewage treatment plant: 50KLD.
8. RO system: 100KLD.
9. Electro-oxidation plant (For COD reduction in effluent): 150 KLD (Upgradation of Biological Treatment plant).

The main sources of effluent generation from plant are from process, blow downs from boiler and cooling tower and domestic effluents. The effluents generated in the process are both organic and inorganic in nature. For efficient treatment, the effluents are segregated as process effluents and non-process effluents. Process effluents are sent to stripper for separation of VOCs. After stripping, the stripped liquid (VOC) is sent to TSDF/authorized cement plants for co-incineration. After stripper, the process effluents are sent to MEE. The residue from the MEE is dried in agitated thin film drier (ATFD). The condensate from ATFD is collected and treated in electro-oxidation plant (for COD reduction). The dried mass from ATFD is packed in HDPE bags and sent to CWMP, for safe disposal into secured landfill. Blow downs from cooling tower and boiler are sent to electro-oxidation plant (for COD reduction). The treated water from electro-oxidation plant is sent to the reverse osmosis (RO) plant. RO permeate is used for cooling tower makeup and reject is sent to MEE.

Domestic effluents are treated in Sewage treatment plant. The treated wastewater in STP is sent to RO, the RO Permeate is used for cooling towers makeup and the reject water from the RO is sent to MEE.

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 (Current financial year)	FY 2024-25 (Previous financial year)
NOx	µg/m3	14.56	13.37
SOx	µg/m3	15.68	14.76
Particulate matter (PM)	mg/Nm3	48.74	49.28
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)	ppm	0.782	0.526
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
Others– please specify		NIL	NIL

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

Yes,

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

Greenhouse gas emissions are not monitored.

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Scope 1 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3,** if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3,** if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity		-	-

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

No

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

At present the company does not have any project related to reducing Green House Gas emissions.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	Nil	Nil
E-waste **(B)**	Nil	Nil
Bio-medical waste **(C)**	0.052 MT (54.2 Kg)	0.126 MT (126 Kg)
Construction and demolition waste **(D)**	Nil	Nil
Battery waste **(E)**	Buy Back by Supplier 4 No's	Buy Back by Supplier 2 No's
Radioactive waste **(F)**	Nil	Nil
Other Hazardous waste. Please specify, if any. **(G)**	a) Insulation waste, used PPE, paper waste, packing material waste: 29.48 b) Used membranes from water treatment plant (Polyamide): 4.24 c) Date expired, discarded and off spec raw material/product: 2.86 d) ETP sludge: 1.98 Total= 38.56	a) Insulation waste, used PPE, paper waste, packing material waste: 31.67 b) Used membranes from water treatment plant (Polyamide): 3.58 c) Date expired, discarded and off spec raw material/ product: 3.89 d) ETP sludge: 2.54 Total= 41.68
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2840	2550
Total (A+B + C + D + E + F + G + H)	**2878.56**	**2591.806**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity(optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	479.79	471.37
(ii) Landfilling	4806.75	4137.53
(iii) Other disposal operations	Nil	Nil
Total	**5286.54**	**4608.9**

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

Yes, yearly report in the format FORM-V (assessment/ evaluation) is prepared and submitted to APPCB.

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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 industry is disposing the inorganic hazardous waste to approved landfills and organic waste to authorized cement plants for incineration.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-					

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

Yes

Leadership Indicators

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

The company is not drawing, consuming or discharging water in areas of water stress.

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

(i) Name of the area: N.A.

(ii) Nature of operations: N.A.

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

Parameter	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	N.A.	N.A.
(ii) Groundwater	N.A.	N.A.
(iii) Third party water	N.A.	N.A.
(iv) Seawater / desalinated water	N.A.	N.A.
(v) Others	N.A.	N.A.
Total volume of water withdrawal (in kilolitres)	N.A.	N.A.
Total volume of water consumption (in kilolitres)	N.A.	N.A.
Water intensity per rupee of turnover (Water consumed / turnover)	N.A.	N.A.
Water intensity(optional) – the relevant metric may be selected by the entity	N.A.	N.A.
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	N.A.	N.A.
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(ii) Into Groundwater	N.A.	N.A.
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(iii) Into Seawater	N.A.	N.A.
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(iv) Sent to third-parties	N.A.	N.A.
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
(v) Others	N.A.	N.A.
- No treatment	N.A.	N.A.
- With treatment – please specify level of treatment	N.A.	N.A.
Total water discharged (in kilolitres)	N.A.	N.A.

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

No

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

Scope 3 emissions are not monitored.

Parameter	Unit	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Total Scope 3 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3**, if available)	Metric tonnes of CO_2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity		-	-

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

No

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

   Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Reduction in waste, waste waters, improvement in atom efficiency in manufacturing process.	The company through its R&D is continuously putting efforts in the direction of optimizing the reaction yields, reducing the water usage and waste water generation, identifying alternate process technologies that result in lower waste.	Decrease of waste, improvement in cost.

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

   The manufacturing site has On-site emergency plan in place which includes essential information about the hazardous materials present in the plant, potential emergencies, accident-prone areas, and the emergency control plan. It outlines authority delegation, control measures, and other relevant details. Additionally, the plan provides general information such as the plant's location, layout and the assistance they can provide.

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.**

   During the reporting period, the Company has not done any impact analysis of Value chain regarding impact on the environment, either directly or indirectly.

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

   Nil, during the reporting period, the Company has not done any assessment of Value chain partners regarding environmental impacts.

8. **How many Green Credits have been generated or procured: Nil**

   a. By the company: Nil

   b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners]: Not Applicable

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.**

   Company is a member of 3 associations

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers /associations (State/ National)
1.	Pesticides Manufacturers & Formulators Association of India (PMFAI)	National
2.	The Federation of Telangana Chambers of Commerce and Industry	State
3.	CHEMEXCIL	National

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

Name of the authority	Brief of the case	Corrective action taken
	Not Applicable	

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
Nil					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sr. 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 ₹)
Not Applicable						

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

The Company has established a comprehensive feedback collection system that enables to provide input through multiple channels. Feedback and grievance can be shared by visiting the Company's website, contacting through telephone, or emailing queries at info@bhagirad.com . Grievances are escalated and resolved within the time bound period depending on nature of grievances.

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

	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Directly sourced from MSMEs/ small producers	9.39%	7.9%
Directly from within India	71.7%	5.1%

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

Location	FY 2025-26 (Current financial year)	FY 2024-25 (Previous financial year)
Rural	-	-
Semi-urban	-	-
Urban	79.87%	79.52%
Metropolitan	20.13%	20.48%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

   During the year under review, no CSR projects were undertaken by the Company in the designated aspirational districts as identified by government bodies.

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

   No

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

   Not Applicable

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

   Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Not Applicable		

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

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education	1,250	100%
2.	Rural Development	1,535	100%
3.	Health care	7,756	100%

PRINCIPLE 9

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

Essential Indicators

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

   The Company has established a comprehensive feedback collection system that enables customers to provide their input through multiple channels. Customers can share their feedback by visiting the Company's website, contacting through telephone, or emailing queries at info@bhagirad.com. Complaints are escalated and resolved within the time bound period depending on nature of complaint.

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

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

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

	FY 2025-26			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	NIL	NIL	N.A.	NIL	NIL	N.A.
Advertising	NIL	NIL	N.A.	NIL	NIL	N.A.
Cyber- security	NIL	NIL	N.A.	NIL	NIL	N.A.
Delivery of essential services	NIL	NIL	N.A.	NIL	NIL	N.A.
Restrictive Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Unfair Trade Practices	NIL	NIL	N.A.	NIL	NIL	N.A.
Other	NIL	Nil	N.A.	NIL	NIL	N.A.

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

	Number	Reasons for recall
Voluntary recalls	NIL	N.A.
Forced recalls	NIL	N.A.

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

   Yes, https://www.bhagirad.com/policies/

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.**

   No such instances.

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

   a. Number of instances of data breaches: Nil

   b. Percentage of data breaches involving personally identifiable information of customers: Nil

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

Leadership Indicators

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

   The information on products and services of the Company are available on the website of the company at https://www.bhagirad.com/

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

   Safety data sheets are provided to the customers.

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

   Concerned customers are informed in business meetings and/or by email / telephone/ website.

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.**

   Yes, the Company adheres to the applicable laws & regulations regarding the display of the product label and the information related thereto, any additional information based on the request from Customer.

   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 whole? (Yes/ No) - Yes