Business Responsibility & Sustainability Reporting

Section A: General Disclosures

I. Details of the listed entity

S No.	Particulars	Disclosure
1	Corporate Identity Number (CIN) of the Listed Entity	L24110MH1956PLC010806
2	Name of the Listed Entity	Sudarshan Colorants India Limited (formerly Heubach Colorants India Limited)
3	Year of incorporation	December 27, 1956
4	Registered office address	Rupa Renaissance, B Wing, 25th Floor D-33, MIDC Road, TTC Industrial Area Juinagar, Navi Mumbai, 400705, India
5	Corporate address	Rupa Renaissance, B Wing, 25th Floor D-33, MIDC Road, TTC Industrial Area, Juinagar, Navi Mumbai, 400705, India
6	E-mail	shares@sudarshan.com
7	Telephone	91 22 2087 7610
8	Website	www.sudarshan.com
9	Financial year for which reporting is being done	April 01, 2025 - March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	• National Stock Exchange of India Limited (Equity) • BSE Limited (Equity)
11	Paid-up Capital	₹ 23,08,17,980
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Adwait Shrikant Joshi - Company Secretary and Compliance Officer Contact: 020-68281200 Email: asjoshi@sudarshan.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 Reporting
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 entity
1	Manufacturing and sales of synthetic organic coloring matter	Manufacture of organic, pigment preparations, dyes and specialty materials for various applications	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 dyes and pigments from any source in basic form or as concentrate materials for various applications	20114	74%
2.	Manufacture of prepared pigments and other coloring matter of a kind used in the manufacture of paints or by artists or other painters	20224	26%

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	3	2	5
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	27
International (No. of Countries)*	66

*Via associated entities

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

During FY2025-26, the contribution of exports is 25.87% of the total turnover of the entity.

c. A brief on types of customers

Sr.	Category	Applications
1	Coatings	Automotive coatings, coil coatings, corrosion protection, exterior paints & plasters, floor coatings, industrial coatings, interior decorative paints, point of sale, powder coatings, road marking & traffic paints and wood coatings.
2	Corrosion Protection	Anti-corrosive pigments for steel, protective coating alternatives for chrome based anti-corrosives and zinc free anti-corrosive pigments
3	Plastics	Automotive plastics, construction & electrical, consumer goods, fiber and packaging
4	Printing & digital printing	Ink jet, printing for packaging, publication, specialty printing and toner
5	Special Applications	Home & fabric care, personal care, seed coloration & crop protection, aluminum anodizing dyes & chemicals, stationery, viscose coloration, latex coloration, leather and paper coloration, concrete & plaster

For more details, please visit the website https://www.sudarshan.com/product-portfolio/

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)	196	175	89%	21	11%
2.	Other than Permanent (E)	16	13	81%	3	19%
3.	**Total employees (D+E)**	**212**	**188**	**89%**	**24**	**11%**
Workers						
4.	Permanent (F)	244	241	99%	3	1%
5.	Other than Permanent (G)	550	513	93%	37	7%
6.	**Total workers (F+G)**	**794**	**754**	**95%**	**40**	**5%**

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			No. (B)	% (B / A)	No. (C)	% (C / A)
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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)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D+E)**	**1**	**1**	**100%**	**0**	**0%**
Differently Abled Workers						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	**Total differently abled workers (F+G)**	**0**	**0**	**0%**	**0**	**0%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33%
Key Management Personnel**	2	0	0%

**Key Management Personnel includes Mr. Sambit Roy, Managing Director (DIN: 08291664), Mr. Adwait Joshi, Company Secretary. Mr. Jugal Sahu resigned as Chief Financial Officer effective close of business hours on March 09,2026. Subsequent to FY2025-26, Mr. Nilkanth Natu was appointed as an Interim Chief Financial Officer effective May 11, 2026.

22. Turnover rate for permanent employees and workers

(*Disclose trends for the past 3 years*)

	FY2025-26			FY2024-25			FY2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	46%	29%	18.67%	36.07%	20.94%	18.78%	28.57%	20%
Permanent Workers	4.5%	0%	4.5%	3.87%	28.57%	4.20%	6.27%	0%	6.20%

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	Sudarshan Chemical Industries Limited	Ultimate holding company*	70.25%*	no

*Sudarshan Chemical Industries Limited is an ultimate holding Company which holds indirect shareholding of 70.25% in the Company through Sudarshan Switzerland HLD1 AG (36.56%), Sudarshan Switzerland HLD2 AG (17.80%) and Sudarshan Europe B.V.(15.89%)

VI. CSR Details

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

(ii) Turnover (in ₹ Crores): 780.63

(iii) Net worth (in ₹ Crores): 570.08

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)	FY2025-26			FY2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Sudarshan has kept complaint register on the main entry gate across the sites for all communities to facilitate anonymous feedback. Additionally, local residents are encouraged to submit their grievances electronically via the designated email address given below: grievance.redressal@ sudarshan.com	0	0	NA	0	0	NA
Investors	Yes, https://www.sudarshan.com/wp-content/uploads/2026/02/Investor-Contact-Details.pdf	0	0	NA	0	0	NA
Shareholders	Yes, Shareholders can register their grievances at the below email ID – shares@sudarshan.com	6	0	-	7	0	NA
Employees	Yes: Employees can register their grievances at the below email ID grievance.redressal@ sudarshan.com	22	5	-	0	0	NA
Workers	Yes: Workers can register their grievances at the below email ID grievance.redressal@sudarshan.com	0	0	NA	3	0	NA
Customers	Customers can register their grievances at the below email ID – grievance.redressal@ sudarshan.com	94	20	Closed Complaint : Product Quality - 50 & Product Logistics - 24	241	0	NA
Value chain partners (suppliers, vendors, contractors, transporters, indirect material suppliers, etc.)	The Company assigns dedicated buyers to supplier categories, ensuring consistent and ongoing communication with suppliers.	3	0	NA	38	0	NA

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

– Considering the nature of the business and the similarities in operational, environmental, and stakeholder-related aspects, a comprehensive Double Materiality Assessment (DMA) was undertaken at the Sudarshan Chemical Industries Limited level. The outcomes, material topics, and associated impacts, risks, and opportunities identified through this assessment are considered applicable to Sudarshan Colorants India Limited, which forms the current reporting boundary for this disclosure.

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	Climate Change & Energy Source Diversification	Opportunity	Transitioning to clean fuels and renewable energy has potential to reduce GHG emissions and operating costs over the long term while strengthening business resilience, supporting decarbonization targets, and enhancing competitiveness in global markets.		Positive
2	Employee Development & Engagement	Opportunity	Employee development and engagement can strengthen employer branding and the Employee Value Proposition by enhancing employee skills, fostering a positive workplace culture, improving talent attraction and retention, and supporting long-term organizational performance across global operations.		Positive
3	Occupational Health & Safety	Risk & Opportunity	Manufacturing operations involve exposure to operational, chemical, and workplace hazards, making health and safety management a critical priority for workforce well-being and operational continuity.	Strengthen occupational health and safety practices through periodic training, safety audits, risk assessments, implementation of preventive controls, and promotion of a strong safety culture across operations.	Positive / Negative
4	Product Stewardship & Innovation	Opportunity	Strengthening product stewardship through the development of sustainable and bio-based alternatives can reduce the environmental footprint of products while supporting evolving customer demand and regulatory expectations, driving innovation, and enhancing value proposition in global markets.		Positive

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)
5	Business Ethics & Compliance	Risk	Non-compliance with business ethics and anti-trust regulations may lead to legal, financial, and reputational risks for the organization.	Conduct periodic surveys and mandatory training programs on business ethics and compliance, strengthen governance frameworks, and ensure adherence to anti-trust and regulatory requirements.	Negative
6	Labour Practices	Risk	Inadequate labour practices within the supply chain, along with labour absenteeism and retention challenges, may impact operational efficiency and workforce stability.	Conduct supplier labour practice evaluations, strengthen employee engagement and retention initiatives, and promote fair labour practices across operations and the value chain.	Negative
7	Customer Relationship Management	Opportunity	Strengthening customer relationship management by leveraging the sustainability benefits of products in the value proposition can enhance customer trust and loyalty, address evolving customer expectations, and differentiate products in the market.		Positive
8	Water & Wastewater Management	Opportunity	Strengthening water and wastewater management through increased water recycling can reduce freshwater consumption, improve resource efficiency, enhance operational resilience to water-related risks, and support sustainable operations across global manufacturing facilities.		Positive
9	Waste Management	Opportunity	Strengthening waste management by reducing waste sent to landfill can minimize environmental impacts, improve resource efficiency, lower waste management costs, and support more sustainable and circular operations across global manufacturing facilities.		Positive
10	Human Rights	Opportunity	Strengthening human rights due diligence across own operations and the value chain can help identify and address potential human rights risks, strengthen responsible business practices, enhance stakeholder trust, and support resilient and sustainable business operations.		Positive
11	Community Relations	Opportunity	Strengthening community relations by expanding the reach and impact of community initiatives can foster stronger stakeholder relationships, enhance the Company's social license to operate, create shared value for local communities, and support long-term business resilience.		Positive
12	Diversity & Inclusion	Opportunity	Strengthening diversity and inclusion by improving gender diversity across the organization can foster a more inclusive workplace, enhance innovation and decision-making through diverse perspectives, strengthen talent attraction and retention, and support long-term business performance.		Positive
13	Supplier Sustainability	Opportunity	Strengthening supplier sustainability through ESG assessments of critical suppliers can enhance supply chain resilience, improve environmental and social performance across the value chain, mitigate sustainability-related risks, and support responsible sourcing practices.		Positive
14	Cybersecurity & Data Privacy	Risk	Different maturity levels of systems and applications across entities may increase cybersecurity vulnerabilities and data privacy risks.	Strengthen cybersecurity governance, standardize systems and applications across entities, implement data protection measures, and conduct periodic monitoring and awareness programs to mitigate cyber risks.	Negative

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	Please refer to the link to view the Company's policies: Sudarshan Colorants India Limited.								
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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	**Principle 2** • ISO 9001:2015 (Quality Management Systems) • ISO 14001:2015 (Environmental Management Systems) • UN Global Compact • The Chemical Industry Responsible Care Initiative • Global labelling Mgt GLM Tool **Principle 3:** • ISO 45001:2018 (Occupational Health & Safety Management System) **Principle 4:** • Membership of Bombay Chambers of Commerce • Indian Chemical Council **Principle 6:** • OEKO-TEX/Eco Passport Certification • SDG Initiative **Principle 9:** • ISO 172025:2017 (Testing and Calibration Laboratories Standard)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	• **Reduction in Operational Emissions:** Reduce absolute scope 1 and 2 GHG emissions by 58.8% by FY2034-35 • **Reduction in Value Chain Emissions:** Ensure 90% of our suppliers (by emissions covering purchased goods and services) will have Science-Based targets by FY2029-30 • **Employee ESG Training:** Average 3 hours of annual ESG training conducted per person. • **Gender Diversity:** 25% women in overall workforce by FY2029-30. • **Process Safety Events:** Zero Process Safety Events (Tier 1 & 2 as per API 754) by 2029-30 • **Life cycle assessments:** LCA disclosure of products contributing to 70% of revenue by 2029-30 • **Regulatory Compliance:** 100% compliance with all applicable regulations • **Board Diversity:** 30% women directors on the Board • **Human rights due diligence (HRDD) assessment:** Conduct HRDD for 100% of plants by FY2026-27 • **CSR:** Touch the lives of 1,50,000 beneficiaries by FY2026-27								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company's performance against the ESG targets will be disclosed in its ESG Report FY2025-26								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	FY2025–26 marked an important phase in Sudarshan Colorants India Limited's journey as we continued to strengthen and integrate our operations under the unified "One Sudarshan" identity. Bringing together our people, capabilities, and manufacturing operations under a common vision has enabled us to build a more agile, resilient, and future-ready organization. During the year, Double Materiality Assessment (DMA) was undertaken to sharpen the Company's focus on the ESG issues with the most significant business and stakeholder relevance. Strengthened sustainability focus continued to guide operational improvement initiatives across the organization during FY2025–26, driving progress on key environmental priorities such as energy efficiency, renewable energy adoption, and resource optimization across the Roha, Cuddalore, and Nagda facilities. Increased utilization of a hybrid wind–solar energy model enabled renewable sources to contribute more than 57% of total electricity consumption. Alongside these efforts, targeted process improvements and resource conservation measures including water recycling, process optimization, and equipment efficiency enhancements further strengthened operational performance and contributed to a significant reduction in energy intensity per MT of our production. Our employees continue to remain central to our growth and sustainability journey. Health and safety remained a key focus area during the year, supported by initiatives aimed at strengthening awareness, accountability, and continuous learning across operations. Approximately 91% of employees and workers received training on health and safety practices during FY2025–26. The Company also recorded zero fatalities during the reporting period, reflecting its continued emphasis on maintaining a safe and responsible workplace. As we look ahead, we recognize that sustainability will play an increasingly important role in shaping the future of our business and the industries we serve. As "One Sudarshan", we are actively developing and implementing a unified decarbonization roadmap that will guide our transition towards lower-carbon operations. This marks an important step in embedding climate action more deeply into our growth strategy, investment priorities, and operational decision-making. With a stronger integrated organization, a clear sustainability direction, and the collective commitment of our people, we are confident in our ability to drive meaningful progress while creating long-term value for all our stakeholders.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sambit Roy DIN: 08291664 Designation: Managing Director								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Sudarshan has established a structured governance framework for oversight and decision-making on sustainability-related matters at both the Board and management levels. During the year, the Company constituted an ESG Committee at the Board level to strengthen strategic oversight of environmental, social, and governance priorities. The Committee reviews the Company's ESG strategy, sustainability performance, material risks and opportunities, regulatory developments, and progress against key ESG objectives. It also provides guidance on integrating sustainability considerations into long-term business planning, stakeholder engagement, and governance practices. At the management level, the ESG Steering Committee, chaired by the Managing Director, provides operational leadership and oversight to the Company's sustainability agenda. It is responsible for reviewing ESG priorities, monitoring implementation of sustainability initiatives, assessing performance against targets, strengthening external ESG disclosures and ratings, and supporting the Board and its committees on sustainability-related matters. The ESG Steering Committee is supported by a cross-functional ESG Working Group comprising representatives from various business functions. The Working Group drives implementation of ESG initiatives across operations, tracks key performance indicators, identifies emerging ESG risks and opportunities, supports internal reporting processes, and recommends improvement actions and policy interventions. Periodic updates on ESG performance and progress are shared with the Steering Committee and senior leadership for review and guidance.								

Note: The above set targets and committee are as per Group level

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	Yes									The business responsibility policies are periodically reviewed by the department heads, plant heads and Board of Directors. During these assessments, the adequacy of the policies is reviewed and adequate changes to policies, procedures and internal controls are implemented accordingly.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									The Company is compliant with all statutory requirements and applicable laws. There were no instances of non-compliance in the reporting period, except for the instances mentioned in Principle 1 Essential indicator Question 2.								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policies are periodically evaluated and reviewed by the internal audit function, group Company auditors, the Risk Management Committee, the CSR Committee, and respective department heads to identify improvement areas and ensure effectiveness. Key findings and recommendations are presented to the Board of Directors for necessary amendments and oversight.								

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

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

Section C: Principle-wise Performance Disclosure

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	6	**Principle 1:** • Operation Plans and Strategy Discussions • Internal Audit and Compliance Process • SEBI Regulations, Secretarial Standards and other regulatory updates • Business Updates on Subsidiaries • Risk Management and Internal Control, Whistleblower Policy **Principle 8:** • CSR Framework related updates	100%
Key Managerial Personnel	6		100%
Employees other than BoD and KMP	95	**Principle 3:** • Health & safety related awareness program. **Principle 5:** • ESG & Human Rights Policy training coverage **Principle 1:** CoC and Whistle blower	100%
Workers	3	Environment Social and Governance (ESG) and Code of Conduct (CoC)	67%

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	BSE Limited National Stock Exchange of India Limited	BSE Limited - ₹1,53,400/- (Basic Fine - ₹1,30,000/- plus GST - ₹23,400/-) National Stock Exchange of India - ₹2,65,500/- (Basic Fine - ₹2,25,000/- plus GST - ₹40,500/-)	In accordance with Regulation 33 of the SEBI Listing Regulations, 2015, the Company was required to submit its audited standalone financial results for the quarter and year ended March 31, 2025 by May 30, 2025. The Company intimated in advance to the Stock Exchanges regarding the delay in submission of the said standalone financial results within the statutory timelines. As disclosed in the aforesaid intimation made to the Stock Exchanges, the delay was attributable due to pending of statutory audit.	No
Settlement	No settlement amount was paid in FY2025-26	NA	NA	NA	NA
Compounding fee	No compounding fees were paid in FY2025-26	NA	NA	NA	NA

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	No imprisonments observed in FY2025-26	NA	NA	NA
Punishment	No punishments observed in FY2025-26	NA	NA	NA

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
NA	NA

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

The Company upholds a strong ethical framework and is firmly committed to preventing corruption and bribery across all aspects of its operations. The Company follows a zero-tolerance approach toward unethical or unlawful conduct, supported by its Code of Conduct and Whistleblower Policy, which promote integrity and provide safeguards against misconduct at every level.

The links to the policies are:

1. Employee Code of Conduct
2. Whistle Blower Policy
3. Code Of Conduct for Directors and Senior Management Personnel

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

	FY2025-26	FY2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY2025-26		FY2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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.**

During FY2025-26, no such instances have occurred.

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

	FY2025-26	FY2024-25
Number of days of accounts payables	128	122

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	FY2025-26	FY2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.5%	12.1%
	b. Number of trading houses where purchases are made from	80	73
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	58%	49%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	17%	Nil
	b. Number of dealers / distributors to whom sales are made	313	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	54%	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	32%	11%
	b. Sales (Sales to related parties / Total Sales)	24.5%	28.4%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

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
1	Code of Conduct	100%

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 Board members and Senior Executives comply with the "Code of Conduct for the Members of Board of Directors and Senior Members of Management," which requires them to disclose any personal or business interests that may conflict with the Company's objectives. They also submit an annual declaration affirming their commitment to act in the best interests of the Company to avoid any conflicts arising from external associations or dealings. Link to access the Code of Conduct for Directors and Senior Management Personnel: https://www.sudarshan.com/wp-content/uploads/2026/02/SCIL-COC-BODSM.pdf

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

Essential Indicators

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

	FY2025-26	FY2024-25	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	6%	36%	Investment made in lab equipment purchase

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

Yes.

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

In FY2025-26, 28% of the inputs were sourced sustainably.

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

S.No.	Product	Process to safely reclaim the product
a.	Plastics (including packaging)	The nature of contamination in packaging materials limits the possibility of recovery and reuse. Similarly, extracting pigments from end-use applications is not technologically viable at present. Therefore, The Company does not carry out product or packaging reclamation at the end-of-life stage.
b.	E-Waste	The Company's products do not contribute to the generation of electronic waste at the end of their lifecycle.
c.	Hazardous Waste	The Company's products are incorporated into customers' final products, which makes recovery or reclamation at the end-of-life stage technically impractical.

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

Yes. The Company is covered under the Extended Producer Responsibility (EPR) framework in accordance with the Plastic Waste Management Rules, 2016 and its subsequent amendments. It has obtained EPR authorization for plastic waste from the Central Pollution Control Board (CPCB), and its waste collection mechanisms have been aligned with the collection targets prescribed by the CPCB.

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?

The Company has conducted detailed Life Cycle Assessment of select products. The details are tabulated below

NIC Code	Name ofProduct / 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.
20114	Azo Pigments, Phthalocyanine Blue	16%	Cradle-to-Gate	Yes	No

Note – The above calculated % is basis group level revenue

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.**

The LCA study did not identify any significant environmental or social concerns. The assessment indicated that the primary gate-to-gate environmental footprint arises from the consumption of steam and power generated through fossil fuel-based sources.

To address this impact, the Company has formulated a plan to diversify its energy mix through the adoption of biofuels, which is expected to significantly reduce the gate-to-gate environmental footprint.

Name of the Product/Service	Description of the Risk/Concern	Action Taken
Azo Pigments	Nil	NA
Phthalocyanine Blue	Nil	NA

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	
	FY2025-26	FY2024-25
Packaging Material (Paper box, HDPE)	-	2.3
Methanol recovery	84.5%	84%

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:**

	FY2025-26			FY2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	Nil	214.23	24.92
E-waste	NA	NA	NA	Nil	Nil	Nil
Hazardous waste	NA	NA	NA	Nil	109.32	2,405.92
Other waste	NA	NA	NA	Nil	367.58	1,032.55

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
NA	NA

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	175	175	100%	175	100%	NA	NA	175	100%	175	100%
Female	21	21	100%	21	100%	21	100%	NA	NA	21	100%
Total	**196**	**196**	**100%**	**196**	**100%**	**21**	**11%**	**175**	**89%**	**196**	**100%**
Other than Permanent Employees											
Male	13	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**16**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	241	241	100%	241	100%	NA	NA	241	100%	241	100%
Female	3	3	100%	3	100%	3	100%	NA	NA	3	100%
Total	**244**	**244**	**100%**	**244**	**100%**	**3**	**1%**	**241**	**99%**	**244**	**100%**
Other than Permanent Workers											
Male	513	For other than permanent workers, the service provider is responsible for insurance									
Female	37										
Total	**550**										

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

	FY2025-26	FY2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.81%	0.81%

2. **Details of retirement benefits, for current FYand previous FY:**

Benefits	FY2025-26			FY2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	Nil	4.61%	Y
Superannuation	13%	Nil	Y	27.23%	Nil	Y
NPS	4%	Nil	Y	9.75%	Nil	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.

The Company actively promotes an inclusive workplace by valuing and supporting individuals with disabilities in alignment with Right of Persons with Disabilities Act, 2016. The Company has integrated accessibility infrastructure including walkway ramps, wheelchair access, and specially designed washrooms throughout its premises to meet the needs of differently abled individuals. By offering such facilities, the Company ensures equal opportunities for all employees to thrive and contribute to their unique abilities. The Company is committed to upholding the rights and ensuring inclusion of people with disabilities and fostering a culture of dignity, respect, and inclusion for everyone.

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 code of conduct of the Company provides for an Equal Opportunity Policy to promote diversity and does not tolerate any form of discrimination based on gender, racial or ethnic origin, religion, belief, disability, age, sexual identity or other differences that make each of us a unique individual. The Company offers equal opportunities during the recruitment, employment, promotion and development of our employees. Furthermore, we believe in creating a truly inclusive organizational culture where differences are valued and leveraged.

The Company's policy is available at https://www.sudarshan.com/wp-content/uploads/2025/09/Code-of-Conduct_New-Heubach.pdf

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	0%	0%	NA	NA
Female	NA	NA	NA	NA
Total	**0%**	**0%**	**NA**	**NA**

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)
1	Permanent Workers	Yes, The Company's Whistle Blower Policy applicable to all directors, officers, employees of the Company to report concerns or misconduct on violation of the code through a vigil mechanism, a secured reporting mechanism administered by the Chairman of the Audit Committee. • Bringing the violation or concern to the attention of their local supervisor, or any member of local management, as appropriate • Informing the Country Compliance Officer, Legal Counsel, or Human Resources (HR) Manager • Making a direct report (in a sealed envelope) addressed to Audit Committee The Company ensures confidentiality in the entire process of grievance redressal protecting the identity and grievance related information. The grievance will be routed and redressed through site head at plant locations and through human resources department or line manager in the corporate office.
2	Other than Permanent Workers	
3	Permanent Employees	
4	Other than Permanent Employees	

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

Category	FY2025-26			FY2024-25		
	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	**196**	**Nil**	**Nil**	**225**	**Nil**	**Nil**
Male	175	Nil	Nil	198	Nil	Nil
Female	21	Nil	Nil	27	Nil	Nil
Total permanent workers	**244**	**172**	**70%**	**260**	**200**	**77%**
Male	241	170	71%	257	198	77%
Female	3	2	67%	3	2	67%

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

Category	FY2025-26					FY2024-25				
	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	188	188	100%	188	100%	198	198	100%	198	100%
Female	24	6	25%	8	33%	27	27	100%	27	100%
Total	**212**	**194**	**91%**	**196**	**92%**	**225**	**225**	**100%**	**225**	**100%**
Workers										
Male	754	241	32%	225	30%	257	257	100%	Nil	Nil
Female	40	3	8%	0	0%	3	3	100%	Nil	Nil
Total	**794**	**244**	**31%**	**225**	**28%**	**260**	**260**	**100%**	**Nil**	**Nil**

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	188	165	88%	198	198	100%
Female	24	14	58%	27	27	100%
Total	**212**	**179**	**85%**	**225**	**225**	**100%**
Workers						
Male	754	NA	NA	257	NA	NA
Female	40	NA	NA	3	NA	NA
Total	**794**	**NA**	**NA**	**260**	**NA**	**NA**

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 a comprehensive Occupational Health and Safety Management System that covers 100% of our sites, including all employees and contract workers. Safety is both a priority, a core value and a non-negotiable commitment. The Company believes that its success stems from ensuring every individual returns home from work as healthy and safe as they arrive. This commitment extends to employees, contractors, guests, and visitors. Our facilities are certified under ISO 45001, and regular audits are conducted to ensure continual improvement and compliance with OHS standards.

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's Risk Management System is structured to identify, assess, and manage health and safety hazards, along with credible risk scenarios associated with its operations. The system ensures that all personnel entering industrial sites are fit for duty and are not affected by fatigue or substances that may compromise safe working practices. The Company remains committed to minimizing process safety incidents by actively promoting risk awareness among employees and workers. In addition, the company implements technical safeguards and nurtures a leadership-driven culture that reinforces the importance of process safety. To further strengthen its approach, the Company has collaborated with Risk Management Services to establish a comprehensive Process Safety Management (PSM) framework. The framework systematically identifies, evaluates, and mitigates operational health and safety risks. Furthermore, dedicated task forces have been formed to facilitate PSM element training for employees and workers at every stage of operations.

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 a well-defined processes for reporting unsafe conditions, hazards, and near-miss incidents. Employees and workers are actively encouraged and empowered to take prompt action, including stepping away from unsafe work situations to safeguard both individual and collective safety.

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

Yes. The Company operates a well-established Occupational Health Centre that is fully equipped and staffed by a qualified medical officer along with trained support personnel. The Centre supports both the physical and mental health of employees and contract workers, offering comprehensive medical and healthcare services that extend beyond mandatory occupational health requirements.

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

Safety Incident/Number	Category*	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	Nil
	Workers	0	Nil
Total recordable work-related Injuries	Employees	0	Nil
	Workers	2	Nil
No. of fatalities	Employees	0	Nil
	Workers	0	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	Nil
	Workers	0	Nil

*Including in the contract workforce

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

The Company has implemented a comprehensive range of measures aimed at fostering and sustaining a safe, healthy, and productive workplace. Key initiatives include:

- Implementation of a robust Permit-to-Work (PTW) system to ensure safe execution of hazardous and non-routine activities through appropriate authorization and risk assessment.
- Adoption of Process Safety Management (PSM) practices to strengthen operational safety, manage process-related risks, and prevent incidents involving hazardous chemicals and processes.
- Conduct of Daily Toolbox Talks (TBTs) to enhance workforce awareness on workplace hazards, safe work practices, and preventive measures before commencement of activities.
- Regular Safety Tours and GEMBA rounds by management and plant leadership to identify unsafe conditions and behaviours, reinforce safety culture, and ensure compliance with established safety protocols.
- Promotion of employee participation through initiatives such as Safety Counts and Near Miss Reporting mechanisms, encouraging proactive reporting and timely corrective action.
- Detailed accident and incident analysis to identify root causes, along with implementation of Corrective and Preventive Actions (CAPA) to avoid recurrence.
- Provision and mandatory usage of appropriate Personal Protective Equipment (PPE) based on the nature of work and associated risks.
- Maintenance of high standards of housekeeping to ensure clean, organized, and hazard-free workplaces.
- Implementation of closed handling systems and controlled operating conditions for hazardous chemical handling to minimize occupational exposure and environmental risks.
- Periodic workplace monitoring and industrial hygiene assessments to evaluate exposure levels and ensure compliance with applicable occupational health and safety standards.

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

	FY2025-26			FY2024-25		
	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	NA	NA	Nil	NA	NA
Health & Safety	0	NA	NA	Nil	NA	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%
Working Conditions	100%

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

- Not applicable

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).**

(A) Employees: Yes

(B) Workers: Yes

Yes, all employees and workers are covered by health and accident insurance policies. Additionally, permanent employees are provided coverage under term life insurance plan and during event of death, the applicable insurance benefits, as per individual's coverage, is paid to the designated nominee.

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

The Company ensures that all statutory dues are appropriately deducted and remitted by its value chain partners in accordance with applicable laws and regulations. Compliance is enforced through contractual requirements and is periodically reviewed through internal and statutory audits. The Company expects every value chain partner to adhere to statutory obligations as a core element of responsible business conduct.

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 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	
	FY2025-26	FY2024-25	FY2025-26	FY2024-25
Employees	0	Nil	NA	NA
Workers	0	Nil	NA	NA

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)**

The Company grants an extension of employment to retired employees, in specific cases. Apart from this, no additional transition assistance programs are offered.

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	100%
Working Conditions	100%

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

Not applicable

Principle 4: Businesses should respect the interests of and be responsive to all its Stakeholders.

Essential Indicators

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

The Company recognizes the importance of both internal and external stakeholders in supporting its business performance, sustainability objectives, and long-term value creation. The Company follows a structured approach to stakeholder identification, prioritization, and engagement, aligned with the nature of its operations and associated impacts.

Stakeholders are identified and prioritized based on parameters such as influence, interest, impact, legitimacy, and relevance to the Company's activities and sustainability priorities. A stakeholder prioritization framework is used to identify key stakeholder groups and enable focused engagement on material issues.

The stakeholder engagement process is periodically reviewed and updated to reflect evolving business priorities, operational changes, regulatory developments, and emerging stakeholder expectations. Feedback received through these interactions helps the Company strengthen its sustainability approach, address concerns proactively, and enhance responsiveness.

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 & contractual workforce	No	• Organization-level communication • Department-level communication • Individual-level communication • Social media	• Annually • Quarterly • Monthly • Daily	• Communicate on business goals, values, and principles • Facilitate learning and developing • Track key performance indicators • Grievance redressal
Board of Directors	No	• Board meetings • Board committee meetings • Meeting with Independent Directors • Shareholder meetings	• Annually • Quarterly • Need based	• Understanding and addressing Company concerns • Business operations and Company performance • Economic value generated and distributed
Customers	No	• Customer portal, email, & phone communication • Customer visits • Conference & exhibitions • Social media	• Annually • Quarterly • Monthly • Daily	• Value addition • Quality and perfection • Customer-centric R&D • Transparency and trust • Customer Health & Safety
Industry forums and peers	No	• Industry forum meetings • Executive committees • Social media	• Annually • Need based	• Collaborative and mutual learning • Relationship building
Communities	No	• Community meets • Employee volunteering • Need assessment survey • Social media	• Annually • Quarterly • Need based	• Understanding and addressing their concerns • Local community upliftment • SUDHA (Sudarshan's Holistic Aspirations) initiatives
Regulatory Bodies	No	• Annual report • Press releases	• Annually • Quarterly	• Regulatory compliances • Relationship building • Discussions on major investment plans • Understanding upcoming regulations and policies
Shareholders / providers of capital	No	• Annual report • Investor relation • Investor presentations • Press releases • Stock Exchange Disclosures • Social media	• Annually • Quarterly • Monthly • Event based	• Information to shareholder • Return on investment • Transparency and disclosures

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
Media	No	• Media forums • Press releases • Social media	• Annually • Need based	• Product promotion • Timely disclosure and dissemination of accurate and relevant information to society and community
Vendors / suppliers	No	• Vendor portal • Vendor visits • Email & phone communications • Conferences and exhibitions • Social media	• Weekly for critical suppliers • Monthly	• Building supplier relations • Supply chain sustainability • Competitive pricing

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.**

   Consultations with identified stakeholders on economic, environmental, and social topics are facilitated through periodic interactions led by the CSR and Risk Management Committees. These committees serve as key channels for stakeholder engagement. The Board is updated on a quarterly basis through formal reporting mechanisms, wherein inputs received from stakeholders are consolidated and presented to support strategic decision-making.

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 Company undertook a double materiality assessment by engaging extensively with both internal and external stakeholders. This process enabled the Company to identify priority material issues and define appropriate actions to effectively manage the related risks and opportunities.

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

   The Company's CSR Committee is specifically mandated to engage with vulnerable and marginalized stakeholder groups. Through structured needs assessments and community engagement, the Committee identifies priority areas for intervention. CSR initiatives and projects are then designed and implemented in alignment with the CSR Policy to address the specific concerns raised by these groups. These initiatives aim to create measurable positive impact and support inclusive development.

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	FY2025-26			FY2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	196	196	100%	225	225	100%
Other than permanent	16	0	0%	21	21	100%
Total Employees	**212**	**196**	**92%**	**246**	**246**	**100%**
Workers						
Permanent	244	132	55%	260	260	100%
Other than permanent	550	373	67%	649	649	100%
Total Workers	**794**	**505**	**64%**	**909**	**909**	**100%**

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

Category	FY2025-26					FY2024-25				
	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	196	0	NA	196	100%	225	0	0%	225	100%
Male	175	0	NA	175	100%	198	0	0%	198	100%
Female	21	0	NA	21	100%	27	0	0%	27	100%
Other than Permanent	16	0	NA	16	100%	21	0	0%	21	100%
Male	13	0	NA	13	100%	18	0	0%	18	100%
Female	3	0	NA	3	100%	3	0	0%	3	100%
Workers										
Permanent	244	0	NA	244	100%	260	0	0%	260	100%
Male	241	0	NA	241	100%	257	0	0%	257	100%
Female	3	0	NA	3	100%	3	0	0%	3	100%
Other than Permanent	550	0	NA	550	100%	649	0	0%	649	100%
Male	513	0	NA	513	100%	616	0	0%	616	100%
Female	37	0	NA	37	100%	33	0	0%	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)	6	19,55,000	3	11,70,000
Key Managerial Personnel (KMP)	2	1,39,20,049	0	NA
Employees other than BoD and KMP	175	13,72,779	21	15,73,227
Workers	241	5,22,144	3	3,57,264

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

	FY2025-26	FY2024-25
Gross wages paid to females as % of total wages	7%	7.2%

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

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

Yes, the Company has implemented a Whistle Blower Policy applicable to all directors, employees, officers of the Company, enabling the reporting of human rights violations through a secure vigil mechanism under the oversight of the Chairman of the Audit Committee. Human rights related grievances are addressed by the Internal Compliance Committee to ensure timely and impartial resolution. The mechanism is aligned with internationally recognized standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

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

	FY2025-26			FY2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY2025-26	FY2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company maintains strict confidentiality in all cases related to discrimination and harassment and enforces a zero-tolerance approach to retaliation. Access to information pertaining to the complainant is limited exclusively to the investigation team and those responsible for carrying out corrective actions.

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

Yes, all business agreements and contracts include human rights provisions. Suppliers and service providers are required to formally acknowledge and comply with the human rights requirements set out in our Responsible Sourcing Policy prior to entering any contractual arrangement.

10. **Assessments for the year:**

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

11. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 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 the existing policies, processes, and mechanisms adequately address all identified human rights - related risks, and therefore no modifications to business processes are required.

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

None. However, the Company has planned to undertake human rights due diligence in the subsequent 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, the Company has integrated accessibility infrastructure including walkway ramps, wheelchair access, and specially designed washrooms throughout its premises to meet the needs of 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%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

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	FY2025-26	FY2024-25
From renewable sources		
Total electricity consumption (A) in GJ	16,893	50,521
Total fuel consumption (B) in GJ	2,84,279	4,22,289
Energy consumption through other sources (C) in GJ	32,309	58,020
Total energy consumed from renewable sources (A+B+C) in GJ	**3,33,480**	**5,30,830**
From non-renewable sources		
Total electricity consumption (D) in GJ	36,745	37,977
Total fuel consumption (E) in GJ	69,061	55,496
Energy consumption through other sources (F) in GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F) in GJ	**1,05,806**	**93,473**
Total energy consumed (A+B+C+D+E+F) in GJ	**4,39,286**	**6,24,303**
Energy intensity per rupee of turnover (GJ / Revenue from operations in ₹ million)	563	763.17
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ / Revenue from operations adjusted for PPP in USD million)	11,446	16,901
Energy intensity in terms of physical Output (GJ / Ton of production)	19.4	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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.**

Not Applicable

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

Parameter	FY2025-26	FY2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	2,55,382	3,06,981
(iii) Third party water	6,85,065	7,27,616
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**9,40,447**	**10,34,597**
Total volume of water consumption (in kiloliters)	**1,20,110***	**10,34,597**
Water intensity per rupee of turnover (Kiloliters / Revenue from operations in ₹ million)	153.87	1,356
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Kiloliters / Revenue from operations adjusted for PPP in USD million)	3,130	28,008
Water intensity in terms of physical output (Kiloliters / Ton of production)	5.33	NA
Water intensity (optional) –the relevant metric may be selected by the entity	NA	NA

*The reported water consumption figure for FY2025–26 is based on updated calculation methodology. Applying the same methodology, the water consumption for FY2024–25 would have been 1,20,570 m³.

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

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

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	2,32,484	2,68,600
- No treatment	0	0
- With treatment – please specify level of treatment	2,32,484	2,68,600
(iv) Sent to third parties	5,87,853	6,31,708
- No treatment	0	0
- With treatment – please specify level of treatment	5,87,853	6,31,708
(v) Others	0	3,601
- No treatment	0	0
- With treatment – please specify level of treatment	0	3,601
Total water discharged (in kiloliters)	**8,20,337**	**9,03,909**

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.**

The Company operates three manufacturing facilities located at Roha, Nagda, and Cuddalore. Out of these three facilities, the Nagda facility has implemented a Zero Liquid Discharge (ZLD) mechanism.

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

Parameter	Please specify unit	FY2025-26	FY2024-25
NOx	MT	35.64	37.64
SOx	MT	4.16	6.46
Particulate matter (PM)	MT	2.38	2.36
Persistent organic pollutants (POP)	MT	0	0
Volatile organic compounds (VOC)	MT	0	0
Hazardous air pollutants (HAP)	MT	0	0
Others – please specify	MT	0	0

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

No

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

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	5,471	1,868
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	7,247	10,612
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (tCO_2e / Revenue from operations in ₹ million)	tCO_2e / Revenue from operations in ₹ million	16.29	16.35
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tCO_2e / Revenue from operations adjusted for PPP in USD million)		189.26	337.85

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO_2e / Ton of production)		0.56	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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.

Yes. The Company has undertaken multiple initiatives across its operations to reduce GHG emissions through renewable energy integration, energy conservation, operational efficiency enhancement, and transition to cleaner fuel sources. The major initiatives are outlined below:

a. Renewable Energy Adoption

- Roha 2 Facility: A solar power project has been proposed, with approximately 50% of the total electricity consumption being met through renewable energy sources.
- Cuddalore Facility: A hybrid renewable energy model comprising wind and solar power has been implemented, resulting in an increase from nearly ~64% to ~75% of RE energy share in total electricity consumption.

b. Energy Optimization though System Improvements

- The Cuddalore plant has implemented multiple energy efficiency and conservation initiatives focused on optimizing electricity consumption to reduce GHG emissions. Key measures include filter press water recycling, batch size enhancement in Chloranil and TCCPC processes, and installation of a new energy-efficient chiller, resulting in significant electricity savings during FY2025–26.
- At Roha facility, the diesel-powered forklifts used in the warehouses were replaced by electric forklifts. A total of 15 high speed diesel (HSD) forklifts were replaced by 7 electric forklifts reducing the carbon emission by 59%.

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

Parameter	FY2025-26	FY2024-25
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	234	214
E-waste (B)	0	0
Bio-medical waste (C)	3	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	4,996	3,540
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	498	1,770
Total (A+B + C + D + E + F + G + H)	**5,730**	**5,524**
Waste intensity per rupee of turnover (Metric Tonnes / Revenue from operations in ₹ million)	7.34	6.96
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Metric tonnes / Revenue from operations adjusted for PPP in USD million)	149.31	143.74
Waste intensity in terms of physical output (Metric ton / ton of production)	0.25	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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	734	112.13
(ii) Re-used	0	0
(iii) Other recovery operations	47	0.00
Total	**782**	**112.13**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	79	71.76
(ii) Landfilling	2,994	2436.24
(iii) Other disposal operations	1,876	2030.72
Total	**4,948**	**4538.71**

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

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 has established structured waste management practices across its facilities to ensure environmentally sound handling, storage, recycling, and disposal of hazardous and process waste streams in compliance with applicable regulatory requirements. Key initiatives undertaken include:

a) Hazardous Waste Management and Disposal

- At the Nagda facility, chemical sludge generated from the wastewater treatment plant is systematically collected, stored, and disposed of through authorized TSDF facilities at Pithampur Waste Management.
- Chemical sludge generated from wastewater treatment processes is also managed through authorized disposal at TSDF, Gummidipoondi, and select quantities are sent to cement industries for co-processing.

b) Recycling and Recovery Initiatives

- Empty barrels, containers, liners, and other materials contaminated with hazardous chemicals or waste are collected, segregated, stored, and sent to authorized recyclers wherever recyclable. Non-recyclable waste is disposed of through authorized TSDF facilities.
- Used and spent oil generated from operations is collected, stored, and transferred to authorized recyclers for recovery and reuse.

c) Scientific Storage and Handling Infrastructure

- The Company has established dedicated facilities for collection, segregation, separation, decontamination, and scientific storage of various waste streams. These facilities are equipped with appropriate fire protection systems and safety infrastructure.

d) Waste Monitoring, SOPs, and Regulatory Compliance

- Standard Operating Procedures (SOPs) have been developed for each category of waste generated across facilities.
- Detailed records related to waste generation, handling, and disposal are maintained and periodically submitted to the relevant regulatory authorities, including the Madhya Pradesh Pollution Control Board (MPPCB), within prescribed timelines.

e) Waste Minimization and Resource Efficiency

- Waste reduction and reuse practices have been integrated into operational processes at the Roha facility through dedicated waste minimization programs.
- Various process wastes have been reduced through process optimization, operational improvements, and modifications aimed at enhancing resource efficiency and minimizing waste generation.

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.
No			

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					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is in compliance with all applicable laws, regulations, and guidelines, and no instances of non-compliance were reported during the reporting period.				

Leadership Indicators

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

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

(i) Name of the area: Nagda

(ii) Nature of operations: Pigments and Intermediates

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

Parameter	FY2025-26	FY2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	3,06,981
(iii) Third party water	5,636	56,111
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	**5,636**	**3,63,092**
Total volume of water consumption (in kiloliters)	**5,636**	**3,63,092**
Water intensity per rupee of turnover (Kiloliters / Revenue from operations in ₹ million)	7.22	565.02
Water intensity (optional) – (Metric ton / ton of production)	0.25	NA
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	0	0.00
- With treatment – please specify level of treatment	0	0.00
(ii) Into Groundwater		
- No treatment	0	0.00
- With treatment – please specify level of treatment	0	0.00
(iii) Into Seawater		
- No treatment	0	0.00
- With treatment – please specify level of treatment	0	2,68,600
(iv) Sent to third parties		
- No treatment	0	0.00
- With treatment – please specify level of treatment	0	0.00
(v) Others		
- No treatment	0	0.00
- With treatment – please specify level of treatment	0	3,601
Total water discharged (in kiloliters)	**0**	**2,72,201**

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:

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	1,09,511	Not monitored
Total Scope 3 emissions (tCO_2e / turnover in ₹ million)		140.29	Not monitored
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		NA	Not monitored

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

No

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

   Not Applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Chloranil filter press used water recycle	Implemented water recycling through filter press operations in the Chloranil process to improve resource efficiency and reduce electricity consumption.	Achieved electricity savings of 20,854 kWh during FY2025–26.
2	Blue A4R filter press used water recycle	Introduced recycling of used water in Blue A4R filter press operations to optimize process efficiency and lower energy usage.	Achieved electricity savings of 4,133 kWh during FY2025–26.
3	TCCPC filter press used water recycle	Implemented water recycle mechanism in TCCPC filter press operations to reduce operational energy demand.	Achieved electricity savings of 192 kWh during FY2025–26.
4	Chloranil crude batch size enhancement (350–450)	Enhanced Chloranil crude batch size capacity from 350 to 450 to improve process efficiency and reduce energy consumption per unit output.	Achieved electricity savings of 131,238 kWh during FY2025–26.
5	TCCPC batch size enhancement	Increased TCCPC batch size to optimize production efficiency and minimize electricity consumption.	Achieved electricity savings of 53,573 kWh during FY2025–26.
6	Installation of new chiller	Installed a new energy-efficient chiller to improve cooling efficiency and reduce electricity consumption across operations.	Achieved electricity savings of 20,555 kWh during FY2025–26.

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

   Yes, the Company has established a Business Continuity Plan (BCP) that serves as a strategic framework to guide the organization during emergencies or incidents that may disrupt normal operations. The BCP outlines the roles and responsibilities of key personnel, identifies critical resources and services, and defines the actions required for effective response and recovery.

   The plan incorporates systems and processes designed to minimize the impact of disruptions, coordinate with relevant authorities, manage crisis situations, maintain clear communication with stakeholders, address damages, restore operations efficiently, and safeguard the organization's reputation and business value. Currently, the review of the BCP has been completed, and the planning and implementation phases are underway.

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**

   Not Applicable

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

   100%

8. **How many Green Credits have been generated or procured:**
   a. By the listed entity: None
   b. By the top ten (in terms of value of purchases and sales respectively) value chain partners: None

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

Essential Indicators

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

   The Company has affiliations with two (2) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Bombay Chamber of Commerce	State
2.	Indian Chemical Council	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:**

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Y/N)?	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 of the project	SIA Notification No.	Date of Notification	Whether conducted by independent in 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:**

S. No.	Name of the 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 key mechanism adopted by Sudarshan to receive and redress grievances of the community include:

- Community Outreach Center
- Community Forums and Meetings
- Help Desk
- Company Register
- Mediation and Conflict Resolution

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

	FY2025-26	FY2024-25
Directly sourced from MSMEs/small producers	20%	14%
Directly from within India	94%	90.50%

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	FY2025-26	FY2024-25
Rural	Nil	Nil
Semi-urban	62%	48%
Urban	23%	39%
Metropolitan	15%	13%

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:**

S. No.	State	Aspirational District	Amount Spent (In ₹)
Nil			

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	6,705	100%
2	Health	4,600	100%
3	Women empowerment	252	100%
4	Environment	3,873	100%
5	Community Development	12,353	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 an established SAP-based Quality Notification System (QNS) to receive, track, and respond to customer complaints and feedback. Complaints raised by customers through Sales/CSD are reviewed by the Quality Management team, assigned to responsible functions for investigation and corrective actions, and closed through a defined workflow including complaint justification, CAPA implementation, and credit note processing where applicable.

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% - Currently, Company's labelling practices are in accordance with Global Harmonized System ("GHS") and Safety Data Sheet ("SDS"). It contains limited ecological information.
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY2025-26			FY2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	No Incident Reported	NA	None	No Incident Reported	NA	None
Advertising	No Incident Reported	NA	None	No Incident Reported	NA	None
Cyber-security	No Incident Reported	NA	None	No Incident Reported	NA	None
Delivery of essential services	No Incident Reported	NA	None	18	0	None
Restrictive Trade Practices	No Incident Reported	NA	None	No Incident Reported	NA	None
Unfair trade practices	No Incident Reported	NA	None	No Incident Reported	NA	None
Other	94	20	Product Quality - 50 & Product Logistics - 24	No Incident Reported	NA	None

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

	Number	Reasons for recall
Voluntary recalls	NA	Not Applicable
Forced recalls	NA	Not Applicable

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

The Company has a framework for information security. However, the Company does not have a Company-wide data protection policy. Additionally, the existing policies are not publicly disclosed.

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: 0, No instance reported for Data breaches

   b. Percentage of data breaches involving personally identifiable information of customers: 0, No instance reported for Data breaches

   c. Impact, if any, of the data breaches: NA

Leadership Indicators

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

Information about all our products is available on our website: https://www.sudarshan.com/product-portfolio/

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

The Company promotes the safe and responsible use of pigments and color solutions through product stewardship and regulatory support. Products are designed and recommended based on end-use application requirements such as food packaging, toys, home care, and personal care applications. The Company provides customers with relevant regulatory documents, compliance declarations, and certifications (such as food contact and EN 71 toy safety compliance) to support safe and compliant product usage. The Company's technical and regulatory teams also guide customers in selecting suitable products based on applicable regulatory requirements.

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

As a B2B pigment manufacturer, the Company does not provide essential consumer services. However, in case of any potential product supply disruption, force majeure, raw material unavailability, or product discontinuation, customers are informed through formal communication issued by product management and shared via the sales team to ensure timely updates and business continuity planning.

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)**

Not applicable

Report on Corporate Governance

Corporate Governance

Corporate Governance is a set of principles, processes and systems which governs a Company. The elements of Corporate Governance are independence, transparency, accountability, responsibility, compliance, ethics, values and trust. Corporate Governance enables an organisation to perform efficiently and ethically generate long-term wealth and create value for all its stakeholders.

The Corporate Governance policy in the Company encompasses the simple tenets of integrity, transparency, accountability and fairness in whatever the Company does. The Company believes that sound Corporate Governance is critical for enhancing and retaining investor trust and your Company always seeks to ensure that its performance goals are met accordingly. The Corporate Governance principles, that the Company adheres to, aims to provide shareholder value and transparency to ensure sustainable and long-term growth. The entire governance system is supported by well-structured systems and procedures that ensure well-informed decision making across different levels of management. The Company has always worked towards building trust with shareholders, employees, customers, suppliers and other stakeholders based on the principles of good corporate governance.

Company's Corporate Governance Philosophy

The Company's philosophy on Corporate Governance envisages attainment of transparency and accountability in all spheres including its dealings with Government and Regulatory Authorities, employees, shareholders, customers, vendors, lenders and others. Thus, Corporate Governance is a reflection of the Company's culture, policies, the Company's relationship with stakeholders and the Company's commitment to its values.

The Corporate Governance philosophy of the Company has been further strengthened with the adoption of the Code of Conduct of the Company and among others, the Code of Conduct on Insider Trading. The Company, through its Board and Committees, endeavors to maintain high standards of Corporate Governance for the benefit of its shareholders and stakeholders.

The Company has established systems and procedures to ensure that its Board of Directors is well informed and well equipped to discharge its overall responsibilities and provide the Management with the strategic direction catering to creation of long-term shareholder value. The Company's initiatives towards adhering to high standards of governance include self-governance, professionalization of the Board, fair and transparent processes and reporting systems. Additionally, the Company has identified sub-group of the Board, including Members of the Audit Committee plus Board Members as "Those Charged with Governance" ("TCWG") in compliance of circular issued by the National Financial Reporting Authority ("NFRA") on January 07, 2026 regarding strengthening communication between Statutory Auditors and TCWG.

The Corporate Governance Principles implemented by the Company seek to protect, recognize and facilitate shareholders' rights and ensure timely and accurate disclosure to them. Good Governance practices have rewarded the Company in the sphere of improved share valuations, stakeholders' confidence, improved market capitalisation, and awards from appropriate authorities, among others, for its employee centric policies and environmental protection measures, etc. These have helped the Company to increase shareholder value. The Company's Board comprises of individuals with considerable experience and expertise across a range of disciplines including business management, business strategy, taxation, finance, legal and accounting. The Board members are fully aware of their roles and responsibilities in discharge of their key functions. The Board members strive to meet expectations of operational transparency without compromising on the need to maintain confidentiality of information.

Our Company's business strategy is founded on customer centricity, fostering long-term relationships through a precise understanding of customer requirements. This strategy is implemented through a solution-partnering approach, adherence to world-class quality standards, and consistent excellence in service delivery. Sustainability considerations are embedded in all business activities, ensuring that growth and innovation are pursued in a manner that protects the environment, benefits society, and upholds the interests of all stakeholders.

Sudarshan Values:

All employees are committed to living the Company's values:

Respect — We listen actively and embrace diverse voices.

Entrepreneurship — We spot opportunity, own it, do it.

Agility — We act quickly and decisively.

Passion — We put our heart in everything we do.

Seva (Service) — We create joy through service.