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	L24119PN1951PLC008409
2	Name of the Listed Entity	Sudarshan Chemical Industries Limited ("Sudarshan/the Company")
3	Year of incorporation	19th February, 1951
4	Registered office address	7th Floor, Eleven West Panchshil, Survey No. 25, Near PAN Card Club Road, Baner, Pune – 411 069, Maharashtra, India
5	Corporate address	7th Floor, Eleven West Panchshil, Survey No. 25, Near PAN Card Club Road, Baner, Pune – 411 069, Maharashtra, India
6	E-mail	shares@sudarshan.com
7	Telephone	+91 20 682 81 200
8	Website	www.sudarshan.com
9	Financial year for which reporting is being done	FY 2025-26
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	₹15,72,23,872
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: Mandar Meenanath Velankar Contact: 020-68281200 Email: mmvelankar@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	TUV India Private Limited (CIN - U74140MH1989PTC052930)
15	Type of assessment or assurance obtained	Limited Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and Chemical Products, Pharmaceuticals, Medicinal Chemical and Botanical Products	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	98%
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	2%

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*	5	8
International	0	0	0

*Note – Two (2) manufacturing plants at Roha and Mahad, District Raigad, Maharashtra, India and One (1) R&D center at Ambadwet; Five (5) offices at Pune (Head Office), Delhi, Mumbai, Kolkata and Chennai

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States, 8 Union Territories
International (No. of Countries)	120+ countries

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 45.3% of the total turnover of Sudarshan.

c. A brief on types of customers

Customer focus remains a core value and key business priority for Sudarshan. As a global provider of color solutions, the Company offers a diverse portfolio comprising organic and inorganic pigments, effect pigments, performance colorants, pearlescent pigments, and specialty chemicals. These products cater to a wide range of industries, including paints and coatings, plastics, printing inks, cosmetics, and other specialized applications, supporting customers with high-quality and reliable solutions for their end products.

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)	1,223	915	75%	308	25%
2.	Other than Permanent (E)	114	101	89%	13	11%
3.	**Total employees (D+E)**	**1,337**	**1,016**	**76%**	**321**	**24%**
	WORKERS					
4.	Permanent (F)	213	213	100%	0	0%
5.	Other than Permanent (G)	2,545	2,327	91%	218	9%
6.	**Total workers (F+G)**	**2,758**	**2,540**	**92%**	**218**	**8%**

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)	7	5	71%	2	29%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	**Total differently abled employees (D+E)**	**8**	**6**	**75%**	**2**	**25%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	1	1	100%	0	0%
6.	**Total differently abled workers (F+G)**	**2**	**2**	**100%**	**0**	**0%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30%
Key Management Personnel**	4	0	0%

**Key Management Personnel include Mr. Rajesh B. Rathi, Managing Director (DIN: 00018628), Mr. Ashish Vij, Wholetime Director (DIN: 08140194), Mr. Nilkanth Natu, Chief Financial Officer and Mr. Mandar Velankar, General Counsel and Company Secretary

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.5%	16%	16.5%	10.22%	3.67%	13.89%	12.9%	2.7%	15.6%
Permanent Workers	10%	0%	10%	2%	0%	2%	4.2%	0%	4.2%

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

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

Sr. No.	Name of Holding / Subsidiary / Associate Companies / Joint Venture (A)	Indicate whether - Holding / Subsidiary, Associate Company. Joint venture	% Shares held by the Listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	RIECO Industries Limited	Wholly-owned Subsidiary	100%	No
2	Sudarshan CSR Foundation	Wholly-owned Subsidiary	100%	No
3	Sudarshan Europe B.V.	Wholly-owned Subsidiary	100%	No
4	Sudarshan North America, Inc.	Step-down Subsidiary	100%	No
5	Sudarshan Mexico S. de R.L. de CV.	Step-down Subsidiary	100%	No
6	Sudarshan (Shanghai) Trading Company Limited	Step-down Subsidiary	100%	No
7	Sudarshan Japan Limited	Step-down Subsidiary	100%	No
8	Sudarshan Brasil Ltda.	Step-down Subsidiary	100%	No
9	Sudarshan Europe Management GmbH (Formerly known as Blitz F24-526 GmbH)	Step-down Subsidiary	100%	No
10	Sudarshan Middle East General Trading L.L.C.	Step-down Subsidiary	100%	No
11	Sudarshan Switzerland HLD2 AG (Formerly known as Heubach EBITO Chemiebeteiligungen AG)	Step-down Subsidiary	100%	No
12	Sudarshan Switzerland HLD1 AG (Formerly known as Heubach Holding Switzerland AG)	Step-down Subsidiary	100%	No
13	Heubach Colorants Middle East FZE	Step-down Subsidiary	100%	No
14	Heubach Colorants Argentina S.A.U.	Step-down Subsidiary	100%	No
15	Sudarshan Belgium SLO SRL (Formerly known as Heubach Colorants Belgium SRL)	Step-down Subsidiary	100%	No
16	Sudarshan Brasil MFG Ltda. (Formerly known as Heubach Colorants Brasil Ltda.)	Step-down Subsidiary	100%	No
17	Sudarshan Canada SLO Inc. (Formerly known as Heubach Colorants Canada Inc.)	Step-down Subsidiary	100%	No
18	Sudarshan Switzerland SLO AG (Formerly known as Heubach Colorants Switzerland AG)	Step-down Subsidiary	100%	No
19	Sudarshan Switzerland Consulting AG (Formerly known as Heubach Colorants Consulting Switzerland AG)	Step-down Subsidiary	100%	No
20	Sudarshan Chile Industria Química Limitada (Formerly known as Heubach Colorants Chile Industria Química Limitada)	Step-down Subsidiary	100%	No
21	Heubach Colorants Pigment Preparations (Tianjin) Ltd.	Step-down Subsidiary	100%	No
22	Heubach Colorants (Shanghai) Ltd.	Step-down Subsidiary	100%	No
23	Sudarshan Colombia SLO S.A.S (Formerly known as Heubach Colorants Colombia S.A.S.)	Step-down Subsidiary	100%	No
24	Heubach Colorants Iberica, S.L.U.	Step-down Subsidiary	100%	No
25	Sudarshan France SLO S.A.S (Formerly known as Heubach Colorants France SAS)	Step-down Subsidiary	100%	No
26	Sudarshan UK SLO Ltd. (Formerly known as Heubach Colorants UK Ltd.)	Step-down Subsidiary	100%	No
27	P.T. Sudarshan Indonesia MFG (Formerly known as P.T. Heubach Colorants Coatings Indonesia)	Step-down Subsidiary	100%	No
28	P.T. Sudarshan Indonesia SLO (Formerly known as P.T. Heubach Colorants Indonesia)	Step-down Subsidiary	100%	No
29	Sudarshan Colorants India Limited (Formerly known as Heubach Colorants India Limited)	Step-down Subsidiary	70.25%	No
30	Sudarshan Italy SLO S.r.l. (Formerly known as Heubach Colorants Italy S.r.l.)	Step-down Subsidiary	100%	No
31	Sudarshan Japan MFG K.K. (Formerly known as Heubach Colorants Japan K.K.)	Step-down Subsidiary	100%	No
32	Heubach Colorants Korea Ltd.	Step-down Subsidiary	100%	No
33	Sudarshan Malaysia SLO Sdn. Bhd. (Formerly known as Heubach Colorants Malaysia Sdn. Bhd.)	Step-down Subsidiary	100%	No
34	Heubach Colorants Peru S.A.C.*	Step-down Subsidiary	100%	No
35	Heubach Colorants Scandinavia AB*	Step-down Subsidiary	100%	No
36	Sudarshan Singapore SLO Pte. Ltd. (Formerly known as Heubach Colorants Singapore Pte. Ltd.)	Step-down Subsidiary	100%	No
37	Sudarshan MFG (Thailand) Ltd. (Formerly known as Heubach Colorants (Thailand) Limited.)	Step-down Subsidiary	100%	No
38	Sudarshan Turkey SLO Boya Sanayi ve Ticaret A.Ş. (Formerly known as Heubach Colorants Turkey Boya Sanayi ve Ticaret A.S.)	Step-down Subsidiary	100%	No
39	Heubach Colorants Taiwan Co., Ltd.	Step-down Subsidiary	100%	No
40	Sudarshan Southern Africa MFG (Pty) Ltd. (Formerly known as Heubach Colorants Southern Africa (Pty) Ltd)	Step-down Subsidiary	100%	No
41	Heubach Europa EWIV	Step-down Subsidiary	100%	No
42	Sudarshan Mexico MFG, S.A. de C.V. (Formerly known as Heubach Colorants México, S.A. de C.V.)	Step-down Subsidiary	100%	No

Sr. No.	Name of Holding / Subsidiary / Associate Companies / Joint Venture (A)	Indicate whether - Holding / Subsidiary, Associate Company. Joint venture	% Shares held by the Listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
43	Sudarshan Mexico Manufacturing Productos Químicos, S.A. de C.V. (Formerly known as Heubach Colorants México Productos Químicos, S.A. de C.V.)	Step-down Subsidiary	100%	No
44	Sudarshan Lux Holding S.à r.l (Formerly known as Heubach Holdings S.a r.l)	Step-down Subsidiary	100%	No
45	Sudarshan USA HLD1 LLC (Formerly known as Heubach Holding USA LLC)	Step-down Subsidiary	100%	No
46	Sudarshan USA SLO LLC (Formerly known as Heubach Colorants USA LLC)	Step-down Subsidiary	100%	No
47	Sudarshan Gujarat MFG Private Limited (Formerly known as Heubach Colour Private Limited)	Step-down Subsidiary	100%	No
48	Sudarshan Osaka SLO K.K. (Formerly known as Heubach Japan K.K.)	Step-down Subsidiary	100%	No
49	Sudarshan Dahej MFG Private Limited (Formerly known as Heubach Pigments Private Limited)	Step-down Subsidiary	100%	No
50	Heubach Research Centre s.r.o	Step-down Subsidiary	100%	No
51	Heubach Foundation	Step-down Subsidiary	100%	No
52	Sudarshan Germany Horizons GmbH (Formerly known as Blitz F24-522 GmbH)	Step-down Subsidiary	100%	No
53	Inventories Frankfurt GmbH	Step-down Subsidiary	100%	No
54	VP4 Frankfurt GmbH	Step-down Subsidiary	100%	No
55	Inventories Langelsheim GmbH	Step-down Subsidiary	100%	No
56	Sudarshan Langelsheim PLT GmbH (Formerly known as Blitz F24-523 GmbH)	Step-down Subsidiary	100%	No
57	Sudarshan Langelsheim RE GmbH (Formerly known as Blitz F24-524 GmbH)	Step-down Subsidiary	100%	No
58	Sudarshan Fairless Hills MFG Ltd., LP (Heubach Ltd.)	Step-down Subsidiary	100%	No
59	Hangzhou Baihe Heubach Pigments Co. Ltd.	Joint Venture	49%	No
60	Sudarshan Toyo Colour Private Limited (Formerly known as Heubach Toyo Colour Private Limited)	Joint Venture	50%	No

*Heubach Colorants Scandinavia AB was liquidated effective 29th December, 2025 and Heubach Colorants Peru S.A.C. was liquidated effective 6th March, 2026.

VI. CSR Details

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

(ii) Turnover (in ₹ Crore): 2,371.4

(iii) Net worth (in ₹ Crore): 2,533.9

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. 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. Investors can register their grievances at the below email ID - grievance.redressal@sudarshan.com	0	0	NA	0	0	NA
Shareholders	Yes, Sudarshan Investor Policy Shareholders can register their grievances at the below email ID – grievance.redressal@sudarshan.com	7	0	NA	4	1	Complaint remaining unresolved as on 31st March 2025 was treated as resolved after the conclusion of the Financial Year 2024-25 based on the Company's response.
Employees	Yes: Employees can register their grievances at the below email ID grievance.redressal@sudarshan.com	142	12	Employees closure rate: 92%	293	38	Employees closure rate: 87%
Workers	Yes, IR Ninja for Workers: Workers can register their grievances at the IR Ninja point of contact at the respective plants.	104	6	Workers closure rate: 94%	176	11	Workers closure rate: 94%
Customers	Customers can register their grievances at the below email ID – grievance.redressal@sudarshan.com	99	2	Customers closure rate: 98%	183	34	Customers closure rate: 81.4%
Value chain partners (suppliers, vendors, contractors, transporters, indirect material suppliers, etc.)	Yes, Sudarshan assigns dedicated buyers for distinct raw material categories ensuring consistent and ongoing communication with suppliers.	2	0	NA	0	0	No complaints were received from the suppliers.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	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
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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Sudarshan has updated all its corporate policies on its website, which are Board-approved. Please refer to the link to view the policies: Company Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	**Principle 2:** • ISO 9001:2015 • Responsible Care **Principle 3:** • ISO 45001:2018 • ISO 20400:2017 • Responsible Care **Principle 6:** • OEKO-TEX/Eco Passport Certification • SDG Initiative • ISO 14001:2015 • Responsible Care **Principle 9:** • ISO 27001								
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 • **CSR:** Touch the lives of 1,50,000 beneficiaries by FY 2026-27 • **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 FY 2026-27								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Sudarshan's performance against the ESG targets will be disclosed in its ESG Report FY 2025-26								
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)	At Sudarshan Chemical Industries Limited, sustainability has been integrated into the way business decisions are evaluated, investments are prioritized, and operations are managed. During FY 2025–26, the Company continued to strengthen its ESG approach through alignment with frameworks such as SBTi, GRI, Responsible Care, UNGC, and the BRSR framework, supporting greater consistency, transparency, and accountability across sustainability governance and disclosures. The Company continued its participation in EcoVadis, CDP, and DJSI to support ESG benchmarking and strengthen sustainability disclosures. Environmental performance remained key focus area during FY2025–26, with ongoing efforts directed towards energy transition, emissions reduction, water stewardship, and waste management. Total energy consumption from renewable energy sources increased by 18.1%. Operational emissions intensity decreased by 1.3% compared to FY2024–25, demonstrating progress towards carbon efficiency. Water optimization measures reduced withdrawal intensity by 1% per metric tons of production. In addition, sustained efforts in waste management resulted in a landfill diversion rate of 71.5%, significantly reducing waste sent to landfill. During the year, we also undertook a Double Materiality Assessment (DMA) to reflect the evolving business structure, changing stakeholder expectations, and emerging ESG priorities, as One Sudarshan. Through CSR initiatives focused on education, healthcare, livelihood development, and community welfare, the Company positively impacted approximately 68,985 beneficiaries during FY 2025–26. As we advance as ONE Sudarshan, our operations, teams, and sustainability commitments are coming together into something more coherent and durable. That integration will shape how we strengthen our operations, progress on decarbonization, and meet the expectations of our customers, our markets, and the communities we operate in.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajesh B. Rathi, Chairman and Managing Director and the Board of Directors of the Company								
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.								

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	• Yes – Steering Committee • Yes – ESG committee of the Board									• Monthly • Half-yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	• Yes – Steering Committee • Yes – ESG committee of the Board									• Monthly • Half-yearly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	NA	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	**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%
Employees other than BoD and KMP	226	**PRINCIPLE 3:** • Health & safety related awareness program. **PRINCIPLE 5:** • ESG & Human Rights Policy training coverage **PRINCIPLE 1:** CoC and Whistle blower	94.79%
Workers	163	**PRINCIPLE 3:** All workers are actively engaged in a health and safety-related toolbox talk and learning session to ensure their well-being and awareness of safety protocols.	100%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure 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 - ₹5,76,820 National Stock Exchange of India Limited - ₹5,37,220	Sudarshan Europe B. V., Wholly Owned Subsidiary of the Company completed acquisition of the Global Pigment Business Operations of Heubach Group on 3rd March, 2025. In accordance with Regulation 33 of the SEBI Listing Regulations, 2015, the Company was required to submit its audited standalone and consolidated financial results for the quarter and year ended 31st March, 2025 (including the financial results of the newly acquired subsidiaries on consolidated basis) by 30th May, 2025. The Company intimated in advance to the Stock Exchanges regarding the delay in submission of the said standalone and consolidated financial results within the statutory timelines. As disclosed in the aforesaid intimation made to the Stock Exchanges, the delay was attributable to reasons including the challenges faced due to insolvency impact of the acquired entities, extensive financial reporting integration and complexities arising from business combination accounting. Further, in terms of Regulation 33 of the SEBI Listing Regulations, 2015, the Company was required to submit the unaudited financial results for the quarter ended 30th June, 2025 by 14th August, 2025. However, on account of the cascading effect of the above-mentioned delay in submission of audited financial results for the quarter and year ended 31st March, 2025, there was a delay in submission of unaudited financial results for the quarter ended 30th June, 2025.	No
Settlement	No settlement amount was paid in FY 2025-26	NA	NA	NA	NA
Compounding fee	No compounding fees were paid in FY 2025-26	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 FY 2025-26	NA	NA	NA
Punishment	No punishments observed in FY 2025-26	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.**

Sudarshan 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:**

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

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

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

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

During FY2025-26, no such instances have occurred across Sudarshan

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	96	85

9. **Openness of Business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	18%	10%
	b. Number of trading houses where purchases are made from	135	379
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	61%	76%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	37%	39.64%
	b. Number of dealers / distributors to whom sales are made	114	119
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	50%	46.26%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3%	0.28%
	b. Sales (Sales to related parties / Total Sales)	18%	22.67%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)*	0%	73.70%
	d. Investments (Investments in related parties / Total Investments made)	83%	75.17%

Note: As on 31 March 2026, all loans given to related parties have been repaid. Hence, the RPT under loans and advances is reported as 0%.

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	Principle 1 – Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable	90%

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 Directors and Senior Management Personnel,' 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/2025/09/COC_for_Directors_and_Senior_Management_Personnel.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.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	55%	79.80%	Investments in yield improvement projects
Capex	40%	20.20%	Investment in purchase of lab equipment

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

Yes, Sudarshan has established processes to support responsible and sustainable sourcing across its procurement and supply chain operations as per ISO 20400. Recognizing the importance of integrating ESG considerations, the Company implements its Responsible Supply Chain Initiative to encourage sustainable procurement practices while reducing dependency on single-source suppliers. As part of this approach, suppliers are assessed on defined social and environmental parameters, and priority is given to local vendors who meet Sudarshan's quality and sustainability requirements, thereby supporting regional economic development.

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

In FY 2025-26, 51% of the inputs was 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.

Sr. No.	Product	Process to safely reclaim the product
i)	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, Sudarshan does not carry out product or packaging reclamation at the end-of-life stage.
ii)	E-Waste	Sudarshan's products do not contribute to the generation of electronic waste at the end of their lifecycle.
iii)	Hazardous Waste	Sudarshan'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. Sudarshan's operations are fully aligned with the applicable Extended Producer Responsibility (EPR) requirements, and the Company is registered as an importer under the relevant regulations. The Company emphasizes the use of recycled plastic packaging materials and avoids the production of virgin plastic materials wherever possible. In addition, all plastic waste generated from operations is channeled for authorized recycling in accordance with approvals and guidelines issued by the Pollution Control Board.

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?

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
20114	Quinacridone, Quinophthalone, Dioxazine Pigment, Effect Pigments and Complex Inorganic Color Pigment (CICP), Phthalocyanines.	21%	Cradle-to-Gate	Yes	No

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
Quinacridone	Nil	NA
Quinophthalone	Nil	NA
Dioxazine Pigment	Nil	NA
Effect Pigments	Nil	NA
Complex Inorganic Color Pigment (CICP)	Nil	NA
Phthalocyanines	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	
	FY 2025-26	FY 2024-25
Methanol	85%	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:

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	915	915	100%	915	100%	NA	NA	915	100%	699	76%
Female	308	308	100%	308	100%	308	100%	NA	NA	255	83%
Total	**1,223**	**1,223**	**100%**	**1,223**	**100%**	**308**	**25%**	**915**	**75%**	**954**	**78%**
Other than Permanent Employees											
Male	101	101	100%	0	0%	NA	NA	101	100%	92	91%
Female	13	13	100%	0	0%	13	100%	NA	NA	11	85%
Total	**114**	**114**	**100%**	**0**	**0%**	**13**	**11%**	**101**	**89%**	**103**	**90%**

Note: Other than permanent employees covered under ESIC excluding paternity benefits

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	213	213	100%	213	100%	NA	NA	213	100%	213	100%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	**213**	**213**	**100%**	**213**	**100%**	**0**	**0%**	**213**	**100%**	**213**	**100%**
Other than Permanent Workers											
Male	2,327	2,327	100%	2,327	100%	NA	NA	0	0%	2,327	100%
Female	218	218	100%	218	100%	218	100%	NA	NA	218	100%
Total	**2,545**	**2,545**	**100%**	**2,545**	**100%**	**218**	**9%**	**0**	**0%**	**2,545**	**100%**

(% of workers covered by)

Note:

1. Under ESIC act Health insurance, accident insurance and maternity benefits are applicable to all Contract Workers (Other than Permanent workers)
2. Other than PW they are covered under workmen compensation policy.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.09%	0.07%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	33%	100%	Y	31%	100%	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.

Sudarshan actively promotes an inclusive workplace by valuing and supporting individuals with disabilities in alignment with Right of Persons with Disabilities Act, 2016. Sudarshan 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, Sudarshan ensures equal opportunities for all employees to thrive and contribute to their unique abilities. Consistent with its ESG, Diversity & Inclusion, and Human Rights Policy, 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. The links to the related policies can be accessed through:

Diversity & Inclusion Policy: Diversity & Inclusion Policy.pdf

Human Rights Policy: Human Rights Policy.pdf

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

Yes, Sudarshan has established an Equal Employment Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016. The policies can be easily accessed through:

Equal Employment Policy, Diversity & Inclusion Policy

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	100%	100%	Nil	Nil
Female	100%	83%	Nil	Nil
Total	**100%**	**97%**	**Nil**	**Nil**

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, IR Ninja and Works Committee as per The Industrial Dispute Act, 1947 have been established. A monthly Works Committee meeting is held to facilitate open communication and direct dialogue between the worker representatives and management for collaborative resolution. On behalf of the workers, the recognized union committee members participate in the meeting. From the management of Sudarshan, the Site Head, IR (Industrial Relations) Head, and IR team are available in the meeting. During these meetings, the union committee discuss grievances, issues, or suggestions raised by the workers. The forum serves as an important platform for addressing concerns, promoting mutual understanding, and working collaboratively towards resolving workplace matters in a constructive manner.
Other than Permanent Workers	Yes. **IR Ninja** All contract and permanent workers have access through IR Ninja platform to raise grievances, confidentially and securely. The platform ensures timely acknowledgment, tracking, and resolution of issues. **Structured Redressal Process:** Grievances submitted through IR Ninja are reviewed by the internal team in every Tuesday, with resolutions provided within a defined timeframe, ensuring fairness and transparency.
Permanent Employees	Yes, Sudarshan has appointed an internal committee to address the employee grievances. The detailed grievance redressal mechanism is described below: • **HR Ninja & Suda Interconnect:** HR Ninja is an employee engagement initiative designed to address HR-related queries and concerns across Sudarshan. It serves as the primary point of contact for employees, helping monitor employee concerns and providing timely guidance or escalation wherever required. The initiative also tracks and analyses employee query trends through dedicated records. Suda Interconnect comprises quarterly location-level town hall meetings, where site leadership shares quarterly performance updates and future with employees. • **Suda Connect:** An annual Company-wide town hall conducted with all employees. • Lean Daily Management Meetings • Department-Level Meetings
Other than Permanent Employees	Yes, monthly meetings are undertaken to redress the grievances received. HR Ninja addresses a wide range of employee concerns, including: • Clarifications related to leave and attendance • Salary and payroll-related queries • Career development support and guidance • Queries regarding insurance and medical benefits • Onboarding and settling-in assistance for new employees • Identification of training and development needs • General workplace support and employee assistance

Yes/No (If yes, then give details of the mechanism in brief)
The grievance redressal process followed under HR Ninja includes: • **Query Submission:** Employees approach HR Ninja with their concerns or queries. • **Documentation:** The query is recorded in the tracker for monitoring and follow-up purposes. • **Initial Resolution:** HR Ninja attempts to resolve the concern directly wherever feasible. • **Escalation:** Matters requiring additional intervention are escalated to the HR/IR Senior Ninja. • **Stakeholder Coordination:** Query sheets are prepared and discussed with relevant stakeholders such as payroll teams, training teams, or reporting managers. • **Employee Communication:** The resolution status and relevant updates are subsequently communicated to the employee.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	**1,223**	**0**	**0%**	**1,148**	**0**	**0%**
Male	915	0	0%	867	0	0%
Female	308	0	0%	281	0	0%
Total permanent workers	**213**	**213**	**100%**	**202**	**202**	**100%**
Male	213	213	100%	202	202	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On Skill Upgradation		Total (D)	On health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	1,016	762	75%	800	79%	966	642	66.45%	713	73.80%
Female	321	272	85%	266	83%	295	224	75.93%	228	77.28%
Total	**1,337**	**1,034**	**77%**	**1,066**	**79%**	**1,261**	**866**	**68.67%**	**941**	**74.62%**
Workers										
Male	2,540	2,403	95%	2,327	92%	2,599	2,599	100%	2,599	100%
Female	218	218	100%	218	100%	148	148	100%	148	100%
Total	**2,758**	**2,621**	**95%**	**2,545**	**92%**	**2,747**	**2,747**	**100%**	**2,747**	**100%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,016	700	69%	966	687	71.12%
Female	321	221	69%	295	152	51.53%
Total	**1,337**	**921**	**69%**	**1,261**	**839**	**66.53%**
Workers						
Male	2,540	0	0%	2,599	0	0%
Female	218	0	0%	148	0	0%
Total	**2,758**	**0**	**0%**	**2,747**	**0**	**0%**

Note: Permanent workers undergo settlement activity every three year Workers: collective bargaining for contractual employee

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, Sudarshan has implemented an Occupational Health & Safety Management System, with all its sites being certified under ISO 45001:2018.

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

Sudarshan'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. Sudarshan remains committed to minimizing process safety incidents by actively promoting risk awareness among employees and workers. In addition, Sudarshan implements technical safeguards and nurtures a leadership-driven culture that reinforces the importance of process safety. To further strengthen its approach, Sudarshan 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, all employees and workers are actively involved in identifying task-related hazards through the Hazard Identification and Risk Assessment (HIRA) process. This process facilitates the identification and reporting of potential risks and supports the implementation of suitable control measures to effectively prevent and mitigate such risks.

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

Yes, Sudarshan ensures that all employees and workers are provided with comprehensive medical care to address any medical requirements, including emergency and routine healthcare needs.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0.51	0.171
Total recordable work-related Injuries	Employees	0	0
	Workers	5	9
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	3	1

*Including in the contract workforce

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

Sudarshan is strongly committed to ensuring employee safety and aspires to be an industry leader in occupational health and safety by working towards a workplace free from fatalities and serious injuries. Sudarshan's 'Zero Harm' vision focuses on strengthening operational safety, nurturing a safety-oriented culture, enhancing workforce capabilities, implementing robust safety governance practices, and optimising asset performance.

The Risk Management System adopted by Sudarshan systematically identifies, assesses, and manages health and safety hazards, along with credible risk scenarios associated with its operations. Sudarshan 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.

Sudarshan actively works towards minimising process safety incidents by increasing awareness of potential risks among its workforce. To support this objective, Sudarshan has implemented technical safeguards and fostered a leadership-driven culture that places strong emphasis on process safety. In partnership with Expert Partner Risk Management Services, Sudarshan has also established a structured Process Safety Management (PSM) framework across the organisation.

Key initiatives undertaken under this framework include the implementation of an Energy Isolation Matrix, a Personal Protective Equipment (PPE) Matrix, and a Confined Space Emergency Rescue Kit.

Other measures taken to ensure safe and healthy workplace (at the plant level) include:

- Life-Saving Cardinal Rules have been reframed to include critical activities and to eliminate shortcuts.
- Internal audits are conducted to cover all PSM elements by trained, cross-functional internal auditors.
- Upgradation of fire hydrant network

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	4	0	Complaints filed were related to workplace welfare and hygiene facilities, including tea booth arrangements, shower room facilities, and the availability of bath soap and other essential amenities.	0	0	NA
Health & Safety	1	0	Complaints filed in relation to health and safety were associated with the availability, quality, and replacement of safety shoes provided at the workplace.	0	0	NA

14. Assessments for the year:

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

Sudarshan has undertaken various corrective actions to strengthen workplace safety and effectively address safety-related incidents. These initiatives include:

- PHA/HAZOP study has been carried out for critical plants, with sufficient resources allocated along with the required CAPEX for implementing HAZOP recommendations.
- Input was taken by visiting industries handling Chlorine and then the system improvement was done at Sudarshan's own chlorine facility.
- All contractual workmen are issued training passports and provided with the required training.
- A height phobia test (vertigo test) is conducted for personnel engaged in work at height, and the status is recorded on their safety passport.
- New workmen are initially provided with a purple-colored safety helmet. Once their competency assessment is successfully completed, they are issued a green-colored helmet, recognizing them as competent to perform the assigned tasks.

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

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

Sudarshan ensures the deduction and compliance of statutory dues by third-party contractors through the incorporation of relevant payment terms and compliance requirements within contractual agreements.

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	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	3	1	0	1

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

Yes, Sudarshan offers transition assistance programmes to support continued employability and facilitate effective career transition arising from retirement or termination of employment.

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	76%
Working Conditions	76%

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.

Sudarshan has commenced its efforts to evaluate the health and safety practices of its value chain partners. As part of this initiative, the Company implemented a Supplier Assessment Questionnaire (SAQ) based on ESG parameters, which was shared with all its Tier-1 suppliers. In addition, the Company regularly engages with suppliers through multiple communication channels, including vendor portals, emails, phone calls, conferences, exhibitions, and social media platforms, with a focused approach towards critical suppliers to strengthen supplier relationships. Going forward, Sudarshan intends to undertake supplier audits on ESG parameters in a phased manner over the coming years.

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.**

   Sudarshan 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
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.**

   Sudarshan has established structured mechanisms to facilitate stakeholder consultation on economic, environmental, and social topics, with relevant feedback being periodically communicated to the Board and senior leadership through designated governance forums. Stakeholder input is gathered through multiple engagement channels, including consultations, review meetings, surveys, training sessions, feedback forums, grievance mechanisms, and community interactions. These engagements help the Company understand stakeholder expectations, identify emerging concerns, and assess material sustainability-related topics relevant to its operations and long-term strategy. The responsibility for coordinating stakeholder engagement and evaluating key ESG-related feedback is delegated to the

Chief Sustainability Officer and ESG Committee, who present summary feedback to the Board on a quarterly basis. Material observations and outcomes from these consultations are consolidated and presented to the Board and its committees through periodic reviews, sustainability updates, risk assessments, and strategic discussions. This enables the Board to consider stakeholder perspectives while guiding decisions related to business performance, environmental management, workplace practices, community engagement, and governance priorities. In addition, the CSR Committee reviews feedback and requirements emerging from community engagement initiatives and monitors the implementation and effectiveness of CSR programs in line with the approved CSR framework and applicable regulatory requirements. Through these governance mechanisms, stakeholder feedback is systematically integrated into the Company's decision-making and sustainability management processes.

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, Sudarshan 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.**

No instances were reported in FY26

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,223	1,222	99.9%	1,148	1,111	96.77%
Other than permanent	114	0	0%	113	0	0%
Total Employees	**1,337**	**1,222**	**91%**	**1,261**	**1,111**	**88.1%**
Workers						
Permanent	213	213	100%	202	202	100%
Other than permanent	2,545	2,545	100%	2,545	2,545	100%
Total Workers	**2,758**	**2,758**	**100%**	**2,747**	**2,747**	**100%**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**1,223**	**0**	**0%**	**1,223**	**100%**	**1,148**	**0**	**0%**	**1,148**	**100%**
Male	915	0	0%	915	100%	867	0	0%	867	100%
Female	308	0	0%	308	100%	281	0	0%	281	100%
Other than Permanent	**114**	**0**	**0%**	**114**	**100%**	**113**	**0**	**0%**	**113**	**100%**
Male	101	0	0%	101	100%	99	0	0%	99	100%
Female	13	0	0%	13	100%	14	0	0%	14	100%
Workers										
Permanent	**213**	**0**	**0%**	**213**	**100%**	**202**	**0**	**0%**	**202**	**100%**
Male	213	0	0%	213	100%	202	0	0%	202	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	**2,545**	**581**	**23%**	**1,964**	**77%**	**2,545**	**0**	**0%**	**2,545**	**100%**
Male	2,327	499	21%	1,828	79%	2,397	0	0%	2,397	100%
Female	218	82	38%	136	62%	148	0	0%	148	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)*	8	11,41,992	4	22,00,000
Key Managerial Personnel (KMP)**	4	2,68,59,879	0	0
Employees other than BoD and KMP	915	6,97,740	308	2,43,474
Workers	213	9,26,822	0	0

*Note: Mr. Rajesh Rathi, Chairman and Managing Director (DIN: 00018628) and Mr. Ashish Vij, Wholetime Director (DIN: 08140194) are paid remuneration (including special incentive, if any), and Mr. Pradeep Rathi, Non-Executive and Non-Independent Director (DIN: 00018577) is paid pension which is considered as remuneration as per the provisions of The Companies Act, 2013, and Rules made thereunder. All other Directors were paid remuneration in the form of Commission (proposed for FY 2025-26). Sitting Fees paid to Directors is not treated as remuneration as per the statutory provisions and hence not considered in the table above. Remuneration to Mr. Pradeep Rathi (00018577) includes Commission proposed for FY 2025-26 who resigned as a Non-Executive and Non-Independent Director effective close of business hours on 29th May, 2025.

**KMP include Mr. Rajesh Rathi, Managing Director (DIN: 00018628), Mr. Ashish Vij, Wholetime Director (DIN: 08140194), Mr. Nilkanth Natu, Chief Financial Officer and Mr. Mandar Velankar, General Counsel and Company Secretary

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	9%	9%

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, Sudarshan has a Human Rights Policy in place, wherein any proposed amendments are required to be reviewed and approved by the Head - People Practices & Admin and the Head Pigment Division, who act as the designated approving authorities.

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

Sudarshan's Human Rights Policy reflects its commitment to conducting business with respect for the dignity and rights of every individual, while fostering a workplace free from discrimination, harassment, and unfair treatment. The policy establishes a due diligence framework for identifying, assessing, mitigating, and managing human rights risks and impacts. The policy also adopts a zero-tolerance approach towards child labour, forced labour, trafficked labour, bonded labour, and any form of employment that is not based on free will and mutually agreed terms of employment. In addition, it incorporates mechanisms for monitoring, benchmarking, and reviewing objectives, while leveraging employee feedback to support continuous improvement through timely corrective actions. Further, the policy ensures access to remedy by addressing grievances in a transparent, fair, and timely manner. Business leaders and line managers are responsible for effective implementation of the policy, resolving grievances through established mechanisms, and actively supporting the grievance resolution process.

Furthermore, Sudarshan's IR Ninja and the Works Committee, have been constituted in accordance with the Industrial Disputes Act, 1947. Monthly Works Committee meetings are conducted to encourage open communication and direct interaction between worker representatives and management for the collaborative resolution of workplace matters. The meetings are attended by recognised union committee members representing the workers, along with the Site Head, IR (Industrial Relations) Head, and the IR team representing the management. During these discussions, the union committee presents grievances, concerns, and suggestions raised by workers. The forum plays a significant role in addressing workplace issues, strengthening mutual understanding, and fostering constructive collaboration towards effective resolution of concerns.

For more details, refer to Page 76, ESG Report FY 2024-25

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	2	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights relate issues	0	0	NA	0	0	NA

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
Complaints on POSH as a % of female employees / workers	0%	0.45%
Complaints on POSH upheld	0	2

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

At Sudarshan, the workplace culture is founded on mutual trust and respect, ensuring an environment free from intimidation, harassment, exploitation, and oppression. Sudarshan remains committed to preventing, addressing, and rectifying any behaviour inconsistent with these values through the implementation of its Anti-Harassment Policy, supported by employee awareness programmes, mentoring, and guidance initiatives.

To reinforce this commitment, the following mechanisms have been established:

- **Prevention of Sexual Harassment (POSH):** Sudarshan's POSH Policy strictly prohibits retaliation against individuals involved in reporting or investigating sexual harassment complaints. Any retaliatory action may lead to disciplinary measures, including termination of employment or legal action. The policy also mandates regular awareness and training programmes for employees and provides for the constitution of an Internal Complaints Committee (ICC) to address reported cases in a prompt and impartial manner.
- **Reporting Mechanism:** A designated investigation committee reports directly to the Managing Director. Where required, the committee may seek support from departments not connected to the complaint to maintain objectivity and impartiality during the inquiry process.
- **Grievances Against Internal Committee Members:** Any disciplinary or corrective measures resulting from inquiries conducted under the policy are considered final. The management remains committed to ensuring effective, timely, and comprehensive implementation of the policy.
- **Internal Complaints Committee (ICC):** Constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the ICC is responsible for receiving, investigating, and resolving complaints related to sexual harassment. Committee members are trained to perform their responsibilities with sensitivity, confidentiality, and fairness.

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

Yes, human rights requirements are incorporated into Sudarshan's business agreements and contracts, under which suppliers, contractors, and business partners are expected to uphold this commitment by implementing policies and practices that promote and safeguard human rights.

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.**

Sudarshan has established a structured and robust mechanism for addressing and resolving identified and reported human rights grievances or complaints. All external stakeholders, including shareholders, may raise their grievances or concerns through the designated email ID: grievance.redressal@sudarshan.com.

Additionally, there were no modifications in the business process in the reporting year.

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

Sudarshan is committed to undertaking a Company-wide due diligence process to identify, evaluate, and address potential human rights risks and impacts. As part of this process, the following categories of risks are assessed for further action:

- Risks within own operations
- Risks arising within the value chain or other business-related activities
- Risks associated with new business relationships, including mergers, acquisitions, and joint ventures

The due diligence process primarily focuses on key human rights issues such as forced labour, human trafficking, child labour, freedom of association, the right to collective bargaining, equal remuneration, and non-discrimination.

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 , Sudarshan 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	76%
Discrimination at workplace	76%
Child Labour	76%
Forced Labour/Involuntary Labour	76%
Wages	76%

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

No significant risks were identified during the assessment in FY 2025-26

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	1,52,652	1,29,206
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	**1,52,652**	**1,29,206**
From non-renewable sources (GJ)		
Total electricity consumption (D)	1,20,099	1,25,283
Total fuel consumption (E)	26,61,451	28,00,001
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	27,81,550	29,25,285
Total energy consumed (A+B+C+D+E+F)	**29,34,202**	**30,54,491**
Energy intensity per rupee of turnover (GJ / Revenue from operations in ₹ million)	123.73	120.54
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ / Revenue from operations adjusted for PPP in ₹ million)	2,516.73	2,462.69
Energy intensity in terms of physical Output (GJ / Ton of production)	75.62	75.78
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.

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	5,158	Nil
(iii) Third party water	48,41,065	49,88,200
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**48,46,223**	**49,88,200**
Total volume of water consumption (in kilolitres)	8,69,210*	6,26,263
Water intensity per rupee of turnover (Kiloliters) / Revenue from operations in ₹ million)	36.65*	24.71
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Kiloliters / Revenue from operations adjusted for PPP in ₹ million)	745.54	504.93
Water intensity in terms of physical Output (Kiloliters / Ton of production)	22.40	15.53
Water intensity (optional) –the relevant metric may be selected by the entity	NA	NA

*Note: 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 11,95,363 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.

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	37,92,837
(ii) To Groundwater		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	39,77,013*	Primary, Secondary and Tertiary
(v) Others		
• No treatment	Nil	Nil
• With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	**39,77,013**	**37,92,837**

*For FY2025-26 the classification of water discharge has been updated to "Third Party" to reflect the actual mode of discharge in alignment with the current operational practices.

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

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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

Not Applicable

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	MT	87	13.06
SOx	MT	135	104.72
Particulate matter (PM)	MT	268	63.31
Persistent organic pollutants (POP)	MT	Nil	Nil
Volatile organic compounds (VOC)	MT	Nil	Nil
Hazardous air pollutants (HAP)	MT	Nil	Nil

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

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	2,62,109	2,64,736
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	23,686	24,883
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (tCO_2e / Revenue from operations in ₹ million)	tCO_2e	12.05	11.42
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 ₹ million)	tCO_2e	245.13	233.51
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO_2e / Ton of production)	tCO_2e	7.37	7.18
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO_2e	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.

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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

Yes, Sudarshan Chemical Industries Limited is committed to achieving a 58.8% reduction in greenhouse gas emissions by FY2035, aligned with Science Based Targets initiative (SBTi) targets. To support this commitment, the Company is implementing multiple emission reduction initiatives, including energy conservation measures and continuous monitoring to minimize flare emissions. Key interventions include CT fan temperature interlocking, modifications to brine pumps, jet mill air compressors, and motors across various sites. In parallel, Sudarshan is progressively increasing its investments in renewable energy, with a strong focus on solar power adoption.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	526	659.44
E-waste (B)	0.00	1.90
Bio-medical waste (C)	0.01	0.21
Construction and demolition waste (D)	0.00	Nil
Battery waste (E)	0.00	11.48
Radioactive waste (F)	0.00	Nil
Other Hazardous waste. Please specify, if any. (G)	8,383	8,513.11
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	19,476	18,998.06
Total (A+B + C + D + E + F + G + H)	**28,384**	**28,184.20**
Waste intensity per rupee of turnover (Metric Tonnes / Revenue from operations in ₹ million)	1.19	1.11
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Metric tonnes / Revenue from operations adjusted for PPP in ₹ million)	24.34	22.72
Waste intensity in terms of physical output (Metric ton / ton of production)	0.73	0.69
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	18,409	18,754.95
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	1,323	Nil
Total	**19,732**	**18,754.95**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	516	769.67
(ii) Landfilling	8,132	8,659.57
(iii) Other disposal operations	4	Nil
Total	**8,652**	**9,429.24**

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

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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.**

Sudarshan has implemented a comprehensive waste management strategy focused on minimizing waste generation and enhancing resource efficiency across its operations. The Company aligns its practices with waste reduction initiatives and regularly tracks progress toward its goals of achieving zero waste to landfill and promoting responsible waste management practices.

Its approach is guided by key principles such as efficient storage and inventory management to reduce material wastage, improving asset performance and operational yield, conducting periodic employee training and awareness programs on proper waste handling, and proactively preventing spills and leaks. Sudarshan also emphasizes efficient logistics and transportation management to minimize waste generation while ensuring strict compliance with regulatory requirements for the safe disposal of materials. The Company's waste management strategy is anchored in circular economy principles, with a strong focus on the 4Rs — Reduce, Reuse, Recycle, and Responsible Disposal.

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.
Nil			

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
Nil					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable as Sudarshan is compliant with all applicable environmental law/regulations/guidelines in India				

Leadership Indicators

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

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

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

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

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO_2e	3,56,702	3,52,978
Total Scope 3 emissions (tCO_2e / turnover in ₹ million)		15.04	13.93
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO_2e	-	-

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

Yes, TUV India Private Limited has carried out an independent assurance of the selected non-financial disclosures.

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	Recycled water reuse	Use of recycled water for gardening purposes	Recycled water reused

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

Yes, Sudarshan 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**

Sudarshan ensures that all its operational sites function with valid Environmental Clearances obtained through the prescribed Environmental Impact Assessment (EIA) process. In addition, each site possesses the necessary operational consents issued by the respective State Pollution Control Boards.

The Company strictly complies with all conditions stipulated in these approvals, as well as requirements mandated by relevant Central and State regulatory authorities. As a result, the environmental impacts arising from its operations remain within approved and permissible limits, demonstrating Sudarshan's commitment to responsible environmental stewardship and sustainable business practices.

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

Sudarshan has implemented a Supplier Assessment Questionnaire (SAQ) checklist to evaluate its value chain partners in terms of partners' performance in important environmental areas. As of 31st March 2025, Sudarshan has successfully covered 76% of its value chain partners for assessments on environmental impacts

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

a. By the listed entity - Nil

b. By the top ten (in terms of value of purchases and sales respectively) value chain partners - Nil

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.

Sudarshan has affiliations with nine (9) 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.

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
i)	Indian Chemical Council (ICC)	National
ii)	National Safety Council (NSC)	National
iii)	CHEMEXCIL- Basic Chemicals, Cosmetics & Dyes Export Promotion Council	National
iv)	Mahratta Chamber of Commerce and Industry and Agriculture (MCCIA)	National
v)	ETAD- The Ecological and Toxicological Association of Dyes and Organic Pigments Manufacturer	National
vi)	Mahad Manufacturing Industrial Association	National
vii)	Common Hazardous Waste Storage Treatment and Disposal Facility (CHWTSDF) • Mumbai Waste Management Ltd. (MWML) • Maharashtra Enviro Private Ltd. (MEPL)	National
viii)	Pigment Manufacturers' Association of India (PMAI)	National
ix)	United Nations Global Compact (UNGC)	International

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

Name of the authority	Brief of the case	Corrective action taken
No issues have been reported in FY26	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.**

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

The other 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:**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	13%	11%
Directly from within India	73%	68%

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

Location	FY 2025-26	FY 2024-25
Rural	Nil	Nil
Semi-urban	51%	62.11%
Urban	Nil	Nil
Metropolitan	49%	37.89%

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
Sudarshan does not have any patents/IPR derived from traditional knowledge				

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

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	17,335	100%
2	Health	12,202	100%
3	Women Empowerment	1,466	100%
4	Environment	10,924	100%
5	Community Development	27,058	100%

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

Essential Indicators

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

The Company has established a formal Standard Operating Procedure (SOP) for managing customer complaints, which provides a structured framework for complaint registration, investigation, assessment, and implementation of corrective and preventive actions. The SOP also clearly outlines the responsibilities of respective departments in addressing deviations, thereby ensuring timely and effective resolution in line with quality and service expectations.

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	a. Sudarshan sources raw materials through sustainable channels and is a part of RMI for MICA sourcing. b. Sudarshan has initiated the Life Cycle Assessment (LCA) of products from representative class from own product portfolio. c. All safety data sheets of Sudarshan are according to Globally Harmonized System of Classification and Labelling of Chemicals (GHS) d. Sudarshan is certified for ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018. Currently, Company's labelling practices are in accordance with Globally 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:**

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	NA	NA	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	99	2	Product related queries	186	7	Product related queries

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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

Yes, Sudarshan has established and implemented a comprehensive IT and Cybersecurity Policy aimed at safeguarding and effectively managing all IT-related resources used by employees, while ensuring compliance with legal, regulatory, and security requirements.

As part of its broader policy framework, Sudarshan has also maintain a dedicated IT Management Policy that defines the procedures for reporting and managing data breaches within the organisation. Sudarshan regularly conducts information security risk assessments, and identified cyber risks are communicated to operations management, senior leadership, and the Board of Directors at least twice annually.

Further, Sudarshan operates own data centres through a Tier-4 compliant co-location facility, reflecting high standards of reliability and operational performance. Sudarshan also deploys robust, multi-layered physical and cybersecurity controls to safeguard sensitive information and critical systems.

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.

Sudarshan has established a framework for implementing corrective actions in key areas such as cybersecurity and data privacy through its Manage, Detect & Respond (MDR) process. Sudarshan undertakes regular information security risk assessments, and identified cyber risks are communicated to operational teams, senior management, and the Board of Directors at least twice a year.

Additionally, Sudarshan has achieved ISO 27001 certification, demonstrating commitment to maintaining robust information security standards and best practices.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 2

b. Percentage of data breaches involving personally identifiable information of customers: 0, No PII of customer breaches in above 2 instances

c. Impact, if any, of the data breaches: No

Leadership Indicators

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

Information about the products and services of Sudarshan can be accessed on: Products and Services

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

Sudarshan promotes customer well-being by delivering high-quality and environmentally responsible products developed through its state-of-the-art R&D centers. Sudarshan is committed to ensuring accurate, transparent, and timely communication of relevant product information to customers and other stakeholders. Sudarshan complies with all applicable health and safety regulations by providing Material Safety Data Sheets (MSDS) and other relevant documentation to communicate product details, identify potential hazards, and specify appropriate risk mitigation measures.

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

Sudarshan utilizes multiple communication channels to keep customers informed about disruptions relating to critical services. This includes customised communications from functions such as Technical Marketing and Marketing regarding leadership transitions, product discontinuations, or unforeseen situations such as raw material shortages and supply chain disruptions. Additionally, any planned or unplanned interruptions in IT services are promptly communicated to all relevant internal stakeholders.

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)

The following key information is displayed on the product packaging:

- Sudarshan trade name
- Colour Index name
- Colour Index number on the bags
- GHS (Globally Harmonized System) classification label on the bags
- For chrome exports, materials are dispatched in India Institute of Packaging (IIP) approved United Nations (UN) certified packaging bags bearing UN numbers, along with Class 9 stickers affixed on pallets and containers
- For Lead Pearl products, materials are dispatched in IIP-approved packaging with relevant UN details and Class 6 stickers

Yes, Sudarshan also conducts customer satisfaction surveys pertaining to its products, services, and significant operational locations of the Company.