IGESL: NOI: 2026 3rd September, 2026

The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400 001	The Secretary National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra (E) Mumbai 400 051

Scrip code: 543667 **NSE Symbol: INOXGREEN**

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sirs,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2025-26.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report of the Company for the Financial Year 2025-26 which can also be accessed at the Company's website at https://www.inoxgreen.com

We request you to take the above on record.

Thanking You

Yours faithfully,
For **Inox Green Energy Services Limited**

ANUP KUMAR JAIN
Digitally signed by ANUP KUMAR JAIN
Date: 2026.09.03 21:37:57 +05'30'

Anup Kumar Jain
Company Secretary

Encl.: As above

Business Responsibility & Sustainability Reporting

SECTION A — GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L45207GJ2012PLC070279
2. Name of the Listed Entity:	Inox Green Energy Services Limited ("IGESL")
3. Year of incorporation:	2012
4. Registered office address:	Survey NO. 1837 & 1834 at Moje Jetalpur, ABS Towers, Second Floor, Old Padra Road, Vadodara 390007, Gujarat
5. Corporate Office address:	INOXGFL Towers, Plot No.17 Sector 16A, Noida 201301, Uttar Pradesh
6. E-mail:	investor@inoxgreen.com
7. Telephone:	0120-6149600
8. Website:	https://www.inoxgreen.com/
9. Financial year for which reporting is being done:	2025-26
10. Name of the Stock Exchange(s) where shares are listed:	BSE Limited & National Stock Exchange of India Limited
11. Paid-up Capital:	Rs. 401,49,20,450 /-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
a. Name of Responsible Person:	Shri Anup Kumar Jain
b. Designation of Responsible Person:	Company Secretary and Compliance Officer
c. Email ID:	investor@inoxgreen.com
d. Contact Number- Mobile/ Telephone/ Landline:	0120-6149600
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):	On a Standalone Basis
14. Name of assurance provider:	Not Applicable
15. Type of assurance obtained:	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Operation & Maintenance Services	Operation & Maintenance Services	76.11%
2	Sale of other Services	Services	23.89%

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	Operation & Maintenance Services	33121	76.11%
2	Sale of other Services	-	23.89%

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	0	2	2
International	0	0	0

19. Markets served by the entity:

a. Number of Locations:

Locations	Number	States/Countries
National (No. of States)	08	Rajasthan, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Andhra Pradesh & Tamil Nadu
International (No. of Countries)	0	NA

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

NIL. The Company has only domestic turnover.

c. A brief on types of customers

The Company is a leading provider of comprehensive long-term Operations and Maintenance (O&M) services for wind energy assets, delivering end-to-end solutions that ensure the efficient, reliable, and sustainable operation of wind farms throughout their lifecycle. Its service portfolio is designed to optimize the performance, availability, and longevity of wind power projects by combining technical expertise, advanced monitoring capabilities, and proactive maintenance practices.

The Company caters to a diverse range of customers, including Independent Power Producers (IPPs), Public Sector Power Utilities, corporate entities, commercial establishments, and retail energy consumers. Leveraging its extensive industry experience and technical capabilities, the Company provides customized O&M solutions that address the unique operational requirements of each client while ensuring compliance with applicable regulatory and safety standards.

The Company's O&M services encompass preventive and predictive maintenance, corrective maintenance, condition monitoring, remote asset surveillance, fault diagnosis, breakdown management, spare parts planning, performance optimization, and site management. Through continuous real-time monitoring and data-driven decision-making, the Company identifies potential operational issues at an early stage, enabling timely interventions that minimize equipment failures and unplanned downtime.

By adopting a proactive and technology-driven maintenance approach, the Company helps clients maximize energy generation, improve turbine availability, enhance operational efficiency, reduce lifecycle maintenance costs, and extend the useful life of wind energy assets. Its unwavering commitment to operational excellence, safety, quality, and customer satisfaction enables clients to achieve higher plant performance, improved return on investment, and long-term value creation from their renewable energy infrastructure.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			Employees			
1	Permanent (D)	357	357	100	00	00
2	Other than Permanent (E)	00	00	00	00	00
	Total employees (D + E)	**357**	**357**	**100**	**00**	**00**
			Workers			
3	Permanent (F)	10	10	100	0	00
4	Other than Permanent (G)	203	200	98.52	3	1.48
	Total workers (F + G)	**213**	**210**	**98.59**	**3**	**1.41**

b. Differently abled Employees and workers:

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Employees					
1	Permanent (D)	0	0	00	0	00
2	Other than Permanent(E)	0	0	00	0	00
	Total Differently abled employees (D + E)	**0**	**0**	**00**	**0**	**00**
	Workers					
3	Permanent (F)	0	0	00	0	00
4	Other than Permanent G)	0	0	00	0	00
	Total Differently abled workers (F + G)	**0**	**0**	**00**	**0**	**00**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	Turnover rate in FY 2025-26			Turnover rate in FY 2024-25			Turnover rate in FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33.15%	0%	33.15%	44.51%	0%	44.51%	42.55%	100%	37.92%
Permanent Workers	7.41%	0%	7.41%	60.61%	0%	60.61%	40%	0%	40%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture (B)	% of shares held by listed entity (C)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) (D)
1.	Inox Wind Limited	Holding	Nil	Yes
2.	Haroda Wind Energy Private Limited	Subsidiary	100%	No
3.	Khatiyu Wind Energy Private Limited	Subsidiary	100%	No
4.	Ravapar Wind Energy Private Limited	Subsidiary	100%	No
5.	IGESL Solar O&M Services Private Limited (formerly known as Ripudaman Urja Private Limited)	Subsidiary	100%	No
6.	Suswind Power Private Limited	Subsidiary	100%	No
7.	Tempest Wind Energy Private Limited	Subsidiary	100%	No
8.	Vasuprada Renewables Private Limited	Subsidiary	100%	No
9.	Vibhav Energy Private Limited	Subsidiary	100%	No
10.	Vigodi Wind Energy Private Limited	Subsidiary	100%	No
11.	Vuelta Wind Energy Private Limited	Subsidiary	100%	No
12.	Wind Four Renergy Private Limited	Subsidiary	100%	No
13.	I-Fox Windtechnik India Private Limited	Subsidiary	51%	No
14.	Resowi Energy Private Limited	Subsidiary	51%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): 23,847.72/- Lakh

(iii) Net worth (in Rs.): 1,73,151.09/- Lakh

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders		0	0	NA	4	0	NA
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

Website Link: https://www.inoxgreen.com/investor-correspondence-grievanc.html

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

Sr. 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	Risk of Financial Inability	Risk	Despite transferring its EPC business to Inox Renewable Solutions Limited (IRSL), IGESL retains contractual responsibilities for certain legal matters, including indemnities for breaches of warranties or legal non-compliance. The company has also pledged assets and extended guarantees for loans taken by IRSL. Additionally, it has ongoing legal proceedings and financial instruments, such as preference shares and promoter loans, that are redeemable or recallable on demand. Regulatory actions involving promoters or affiliated entities may also indirectly impact IGESL's operations.	The Company has already neutralized the key exposures identified in the risk description. All contingent liabilities have been cleared, the loan from Arka Fincap Limited has been fully repaid with the charge formally satisfied, and the major litigation matter has been successfully resolved. In addition, every redeemable preference share and all CCPS have been converted into equity, eliminating the possibility of an unexpected redemption call on cash. Collectively, these actions remove legacy financial encumbrances, reduce legal uncertainty, and strengthen IGESL's capital structure—substantially mitigating the risk of liquidity strain or reputational impact arising from the transferred EPC liabilities.	Positive Implication (Post Mitigation): These measures reduce contingent liabilities, improve liquidity, lower finance costs, enhance creditworthiness, and minimize the risk of unexpected cash outflows or regulatory penalties.

Sr. 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)
2	Geopolitical Risk	Risk	Trade restrictions and policy shifts may disrupt IGESL's supply chain and operations, while cyber threats to PPC and SCADA systems could cause operational failures, financial losses, and grid instability.	IGESL has developed in-house repair capabilities and benefits from key components like Gear Box, Nacelle, and Blades being manufactured by its parent company, Inox Wind. This reduces dependency on external suppliers, minimizing the impact of geopolitical trade restrictions, import bans, or supply chain disruptions on IGESL's operations.	Negative Implication: Geopolitical tensions, trade restrictions, import disruptions, or cyber incidents may increase procurement costs, delay availability of critical spare parts, interrupt operations, increase maintenance expenditure, and result in revenue loss due to reduced turbine availability.
3	Technological Advancements	Opportunity	Implementing new technologies can improve efficiency and lower costs.	Invest in R&D and collaboration with tech partners.	Positives: Reduced costs, enhanced operational efficiency, and strengthened competitive advantage.
4	Market Demand for Green Energy	Opportunity	Growing demand for renewable energy solutions can drive market expansion and boost market share.	Expand renewable energy portfolio and market outreach	Positive: Increased revenue and market expansion
5	Risk of Uncertain Weather Events	Risk	Extreme weather, supply chain delays, and poor forecasting can disrupt operations and maintenance, affecting service delivery. Without insurance, this raises operational risks, penalties, and customer dissatisfaction.	To mitigate weather-related risks, IGESL issues emergency notices to Wind Farm operators and proactively shuts down turbines during severe conditions to prevent costly damage. Operations are swiftly restored once weather normalizes. Such events are covered under the Force Majeure clause in contracts, protecting IGESL from penalties.	Negative: Unpredictable weather, such as storms and high winds, can delay maintenance and disrupt supply chains, affecting efficiency, uptime, and contractual obligations. Without buffer times, this may lead to penalties and customer dissatisfaction. Using data analytics for forecasting and reviewing insurance coverage can improve preparedness and reduce weather-related risks.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Risk of Reliance on Few Suppliers	Risk	IGESL currently exhibits a high degree of dependency on a limited number of vendors for the procurement of spare parts and materials, with critical components exclusively sourced from Inox Wind, its parent company. This vendor concentration poses a structural risk to operational continuity, cost competitiveness, and innovation. The lack of supplier diversity limits the company's agility in responding to market changes, evolving technology needs, and potential supply chain disruptions.	Inox Green recognizes the vendor dependency risk and has initiated steps to address it. Currently, the primary constraint arises from AMSC-specific components, which are OEM-approved and not easily substitutable. However, for other components, the company is not significantly dependent on Inox Wind. To mitigate this risk, Inox Green plans to actively involve the Engineering and Quality departments in identifying and qualifying alternate suppliers. This cross-functional collaboration will facilitate the development and approval of additional sources, ensuring adherence to technical and quality standards. By expanding the supplier base, the company aims to enhance its procurement flexibility, reduce dependency, and achieve cost efficiencies. Furthermore, the presence of multiple approved suppliers is expected to strengthen the company's negotiation leverage, enabling more favorable commercial terms and improved responsiveness to market changes.	Negative Implication: Dependence on a limited supplier base may lead to increased procurement costs, supply disruptions, longer lead times, reduced bargaining power, and potential revenue losses arising from delayed maintenance activities.

Sr. 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)
7	Risk of increase in Liquidated Damages	Risk	A sharp rise in liquidated damages and customer claims poses a financial risk to IGESL, potentially straining cash flow, reducing profitability, and impacting long-term financial stability.	To mitigate the financial impact of rising liquidated damages (LD) and customer claims, IGESL has implemented several technical and operational improvements. The company aims to reduce LD to Rs. 4-5 Cr in the upcoming financial year by proactively managing and apportioning LDs across multiple quarters to safeguard cash flow. Previously, the absence of inventory, spares, and preventive maintenance contributed to higher LDs. To address this, IGESL now conducts three cycles of preventive maintenance annually and performs root cause analyses for all failures to develop effective solutions. Additionally, in-house repair capabilities have been established, reducing dependency on external vendors. For critical components such as blades, generators, and transformers, IGESL has implemented targeted corrective actions to minimize failures. For example, failures of the PM3000 component were significantly reduced from 150 to just 3 through IGBT upgrades, avoiding high external repair costs. These strategic measures have strengthened operational efficiency, minimized downtime, and enhanced overall reliability.	Negative Implication: Higher liquidated damages (LDs) and customer claims directly reduce profitability, impact cash flows, increase provisioning requirements, and adversely affect customer confidence and future business opportunities.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Environmental Risk	Risk	Environmental risks, including reduced wind speeds, extreme weather, seismic activity, and stricter regulations, could impact energy generation, operational costs, and profitability.	To mitigate environmental risks, our wind turbines use advanced coolant technology, enabling efficient operation at ambient temperatures up to 50°C. Unlike others that curtail at 35–45°C, our turbines run without interruption, ensuring stable energy generation. This makes us the only O&M provider in India offering optimal turbine performance in extreme heat.	Negative: Environmental changes like rising temperatures and reduced wind speeds in key regions (Maharashtra, Andhra Pradesh, Karnataka) may lower energy output and impact revenue. Extreme weather can strain the grid and cause outages, while seismic risks threaten infrastructure. These factors increase O&M efforts and costs. Stricter land and wildlife regulations may also raise compliance expenses and affect profitability.

SECTION B — MANAGEMENT AND PROCESS DISCLOSURES

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

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

c. Web Link of the Policies, if available	https://inoxgreen.com/policies.html
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company is committed to ensuring that all its operations are conducted in accordance with its established policies, procedures, and governance framework. The senior management has effectively communicated and disseminated these policies across all business units and functional departments, fostering a culture of compliance and accountability throughout the organization. The Company ensures that employees at all levels are aware of and adhere to the applicable policies while performing their respective roles and responsibilities. Through regular communication, oversight, and monitoring, management reinforces compliance with these policies, thereby promoting consistency, operational excellence, ethical business practices, and adherence to applicable legal and regulatory requirements across all areas of operation.
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company requires all vendors, contractors, service providers, and customers, as applicable, to comply with its Health, Safety, and Environment (HSE) Manual while carrying out any activities associated with the Company's operations. The HSE Manual establishes the minimum standards and requirements for maintaining a safe, healthy, and environmentally responsible workplace. The Company communicates these requirements to relevant external stakeholders and expects strict adherence to the prescribed health, safety, and environmental practices. Compliance with the HSE Manual is monitored through appropriate oversight mechanisms to ensure that all activities are performed in accordance with the Company's safety standards, regulatory requirements, and commitment to protecting people, assets, and the environment.
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001:2015 for Environment Management System ISO 45001:2018 for Occupational Health and Safety (TUV-Austria)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to integrating Environmental, Social, and Governance (ESG) principles into its business strategy and day-to-day operations, with the objective of creating long-term value for all stakeholders while contributing to sustainable development. From an environmental perspective, the Company is dedicated to supporting the transition towards clean and renewable energy and continuously strives to minimize its environmental footprint through efficient operations, optimal resource utilization, and initiatives aimed at reducing greenhouse gas emissions and improving environmental performance. On the social front, the Company places significant emphasis on the health, safety, and well-being of its employees, contractors, and other stakeholders by maintaining a robust occupational health and safety management system and adhering to internationally recognized standards, including ISO certifications. In addition, the Company actively engages with local communities through responsible business practices and community development initiatives that seek to create a positive and lasting social impact. From a governance standpoint, the Company is committed to maintaining the highest standards of corporate governance by promoting transparency, integrity, accountability, ethical business conduct, and compliance with applicable laws, regulations, and internal policies. The Company continuously strengthens its governance framework to ensure effective risk management and responsible decision-making. Looking ahead, the Company's key strategic aspirations include expanding and enhancing its service portfolio, maintaining a zero-accident workplace through a strong safety culture, improving operational excellence, strengthening stakeholder relationships, and contributing to the long-term sustainable development of the communities in which it operates. These initiatives collectively demonstrate the Company's unwavering commitment to embedding ESG principles across its operations and creating sustainable value for its customers, employees, investors, communities, and the environment.

6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	The Company's commitment to sustainability is embedded in its business strategy and is reflected in its comprehensive portfolio of customized solutions designed to address the evolving needs of its customers and the renewable energy sector. By delivering reliable, efficient, and value-driven services, the Company contributes to the advancement of clean energy infrastructure while creating long-term value for its stakeholders. With a strong focus on the long-term Operations and Maintenance (O&M) of Wind Turbine Generators (WTGs) and their associated infrastructure, the Company provides end-to-end solutions aimed at ensuring the safe, reliable, and efficient operation of wind energy assets throughout their lifecycle. Its services include preventive and predictive maintenance, condition monitoring, performance optimization, fault diagnosis, and timely corrective interventions, enabling uninterrupted operations and minimizing equipment downtime. Through its technical expertise, advanced monitoring capabilities, and proactive maintenance practices, the Company helps customers maximize turbine availability, improve energy generation efficiency, reduce lifecycle maintenance costs, and extend the operational life of their renewable energy assets. By enhancing the performance and reliability of wind power infrastructure, the Company actively supports the transition to clean energy, promotes resource efficiency, and contributes to the development of a low-carbon and more sustainable future.
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 Inox Green, sustainability remains a fundamental pillar of our business strategy and operations. As a leading wind power operations and maintenance (O&M) service provider, we are committed to enabling the efficient and reliable performance of renewable energy assets through our comprehensive lifecycle management solutions for Wind Turbine Generators (WTGs) and associated infrastructure. Our efforts support the transition towards cleaner energy by enhancing operational efficiency, improving asset longevity and contributing to the growth of renewable energy generation. We continue to integrate Environmental, Social and Governance (ESG) principles across our business practices by focusing on environmental responsibility, workplace safety, employee well-being, stakeholder engagement and strong governance standards. We recognize the evolving challenges associated with climate change, resource efficiency, sustainability measurement and regulatory expectations, and remain committed to strengthening our ESG framework through continuous improvement and responsible practices. Guided by our values of ethics, integrity and transparency, we strive to create long-term value for our stakeholders while contributing positively to India's renewable energy transition and sustainable development goals
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company has constituted a Business Responsibility and Sustainability Committee who is responsible for implementation and oversight of the Business Responsibility & Sustainability policy(ies)
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has constituted Business Responsibility and Sustainability Committee: 1. Shri Manoj Dixit, Chairperson (Executive Director) 2. Shri Mukesh Manglik, Member (Executive Director) 3. Shri Shailendra Tandon, Member (Non-Executive Non- Independent Director) 4. Shri Govind Prakash Rathor, Member, Chief Financial Officer

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y

Frequency (Annual/ Half yearly/Quarterly/Any other- please specify)	As & when required								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No								

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

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

SECTION C — PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Sr. No.	NGBRC Principles
01	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.
02	Businesses should provide goods and services in a manner that is sustainable and safe.
03	Businesses should respect and promote the well-being of all employees, including those in their value chains.
04	Businesses should respect the interests of and be responsive to all its stakeholders.
05	Businesses should respect and promote human rights.
06	Businesses should respect and make efforts to protect and restore the environment.
07	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
08	Businesses should promote inclusive growth and equitable development.
09	Businesses should engage with and provide value to their consumers in a responsible manner.

1 PRINCIPLE

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 categories covered by the awareness programmes
Board of Directors	1	• Sustainability & ESG	100
Key Managerial Personnel	2	• Prevention Of Sexual Harassment (POSH) at Workplace	>70
Employees other than BOD and KMPs	196	• Cyber Security • Knowing the Sustainable Development Goals	>50
Workers	1	• Social Accountability & Responsibility • Career Ladder • PMSDP – Performance Evaluation, Individual Development Planning & Feedback • Human Rights Awareness For Employees • Understanding the UN Global Compact • Gender Sensitivity • Human Rights Awareness For Employees • Awareness Training on-Diversity and Inclusion • Data Protection and Privacy Security Awareness Training • Personal Development • Any Other-Hazard Identification and Risk Assessment (HIRA Safety) • Any Other-Behaviour Based safety • Any Other-Waste storage, handling and disposal • Any Other-5S & ESG • Electrical Safety • Teamwork & Site Collaboration • Any Other-PPE Matrix Training TFE 1	>10

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 Rs.)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

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

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
Not Applicable	

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

The Company is committed to conducting its business with the highest standards of integrity, ethics, and transparency. It has established an Anti-Bribery and Anti-Corruption framework, as outlined in its HR Manual, which sets clear expectations for ethical conduct and prohibits all forms of bribery, corruption, and fraudulent practices. The Company follows a zero-tolerance approach towards unethical behaviour and reinforces this commitment through its Whistleblower Policy, which provides employees and other stakeholders with a secure and confidential mechanism to report suspected misconduct without fear of retaliation. These measures strengthen the Company's governance framework and promote a culture of accountability, transparency, and ethical business practices. https://inoxgreen.com/PDF/policy/gpcb.pdf

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	NIL	NIL
KMP's		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	NIL	NA	NIL	NA

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

NIL

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	166	159

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	N.A.	N.A.
	b. Number of dealers / distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	16.15%	20.62%
	b. Sales (Sales to related parties / Total Sales)	25.09%	28.98%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	97.10%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

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

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

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. In accordance with the Companies Act, 2013, Directors are required to annually disclose their interests and any relationships that may give rise to an actual or potential conflict of interest. Based on these disclosures, the Company maintains a statutory register to ensure transparency and facilitate the effective management of potential conflicts. Directors who have an interest in any matter are required to disclose such interest and abstain from participating in discussions and voting on the relevant agenda items. Additionally, the Company's Policy on Materiality of Related Party Transactions and the framework governing Related Party Transactions ensure that such transactions are conducted in a transparent manner, at arm's length, and in the best interests of the Company and its shareholders.

2 PRINCIPLE

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	NIL	NIL	N.A.
Capex	NIL	NIL	N.A.

2. a. Does the entity have procedures in place for sustainable sourcing?

   Yes. The Company is engaged in the operation and maintenance of wind energy assets, thereby supporting the generation of clean and renewable energy and contributing to environmental sustainability. In addition to its core business activities, the Company encourages responsible procurement practices by engaging with suppliers who demonstrate a commitment to environmental and social responsibility. Through this approach, the Company seeks to promote sustainable practices across its value chain while creating long-term value for its stakeholders.

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

   The Company is engaged in providing Operations and Maintenance (O&M) services for Wind Turbine Generators (WTGs) and their associated infrastructure. As a service-oriented business, the delivery of these services does not involve the consumption of raw materials during the execution of client engagements.

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.

   Not applicable.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities:

   Not applicable.

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? Not Available

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 communicate d in public domain (Yes/ No) If yes, provide the web-link.
Not Applicable					

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. No Issues Identified.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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). Not Applicable as there is a little scope of recycled in the transformer manufacturing.

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Not Applicable		

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: Not Applicable

	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 Percentage of total products sold in respective category
Not Applicable	

3 PRINCIPLE

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No.(D)	% (D / A	No. E	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	357	357	100%	357	100%	0	0%	357	100%	NA	
Female	0	0	0%	0	0%	0	0%	0	0%		
Total	**357**	**357**	**100%**	**357**	**100%**	**0**	**0%**	**357**	**100%**		
Other Than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	NA	
Female	0	0	0%	0	0%	0	0%	0	0%		
Total	**0**	**0**	**0%**	**0**	**0%**	**0**	**0%**	**0**	**0%**		

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No.(D)	% (D / A	No. E	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	10	10	100	10	100	0	0	10	100	NA	
Female	0	0	0	0	0	0	0	0	0		
Total	**10**	**10**	**100**	**10**	**100**	**0**	**0**	**10**	**100**		
Other Than Permanent workers											
Male	200	Workers other than Permanent are covered under ESIC / WC scheme from their respective contractors									
Female	3										
Total	**203**										

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

	2025-26 Current Financial Year	2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.06%	0.03%

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

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

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

Yes. The Company is committed to fostering an inclusive, diverse, and accessible workplace in line with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company's premises are equipped with essential accessibility features, including ramps and elevators at its corporate offices, to provide convenient and barrier-free access for persons with disabilities. Through these initiatives, the Company strives to create an equitable work environment that supports the participation and well-being of all employees and stakeholders.

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

The Company has established comprehensive policies on Equal Employment Opportunity, Prohibition of Child and Forced Labour, Gender Equality, and Respect for Human Rights to foster an inclusive, diverse, and equitable workplace. These policies reinforce the Company's commitment to providing equal opportunities, promoting diversity, preventing discrimination, and upholding the dignity, rights, and mutual respect of all employees across the organization. https://www.inoxgreen.com/PDF/policy/geeocl.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	0	0	0	0
Total	**100**	**100**	**100**	**100**

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
Permanent employees	

Yes. The Company has established a Grievance Redressal Mechanism that is accessible to all employees and workers. The mechanism provides a structured, transparent, and fair process for raising and resolving workplace-related concerns in accordance with the Company's policies and procedures. Employees are encouraged to first discuss their concerns with their immediate reporting manager to facilitate an early resolution. Where a satisfactory resolution is not achieved, grievances may be escalated through the formal grievance redressal process to ensure timely, impartial, and appropriate resolution.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employee	357	Not Applicable		385	Not Applicable	
Male	357			385		
Female	0			0		
Total Permanent Workers	10			17		
Male	10			17		
Female	0			0		

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. €	% (E/D)	No. (F)	% (F/D)
Employees										
Male	357	121	33.89%	185	51.82%	385	208	54.02%	282	73.24%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**357**	**121**	**33.89%**	**185**	**51.82%**	**385**	**208**	**54.02%**	**282**	**73.24%**
Workers										
Male	10	1	10%	1	10%	17	17	100%	2	11.76%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	**10**	**1**	**10%**	**1**	**10%**	**17**	**17**	**100%**	**2**	**11.76%**

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	357	357	100%	385	385	100%
Female	0	0	0%	0	0	0%
Total	**357**	**357**	**100%**	**385**	**385**	**100%**
Workers						
Male	10	10	100%	17	17	100%
Female	0	0	0%	0	0	0%
Total	**10**	**10**	**100%**	**17**	**17**	**100%**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, Occupational health and safety management system has been implemented as per ISO 45001:2018 and certified. It covers the entire operations. The Company has instituted a robust Health, Safety and Environment (HSE) Management System designed to safeguard the health, safety and well-being of all employees and stakeholders. This system is governed by a comprehensive HSE Policy, which articulates the Company's commitment to: Providing a safe, secure and healthy workplace Identifying and mitigating occupational hazards Complying with all applicable legal and regulatory requirements Encouraging continuous improvement in safety performance Integrating environmental and safety consciousness into operational practices The coverage of the HSE Management System spans all service locations and operational areas where the Company provides Operation and Maintenance (O&M) services for Wind Turbine Generators (WTGs) and related infrastructure. The Company actively promotes a safety-first culture across its workforce and partners, aiming to prevent incidents and promote sustainable environmental practices.

Further details are available in the Company's Health, Safety and Environment (HSE) Manual https://www.inoxgreen.com/PDF/policy/hsem.pdf

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

The Company has undertaken a comprehensive Hazard Identification and Risk Assessment (HIRA) across all its operational activities to systematically identify potential hazards and evaluate associated risks. This assessment has provided valuable insights into the nature and impact of various risks, enabling the Company to establish and implement robust safety protocols and risk mitigation measures. This proactive approach to risk management reflects the Company's commitment to ensuring a safe, secure, and resilient working environment. By integrating these practices into its service delivery, the Company strengthens its overall operational reliability while fostering a culture of safety and accountability throughout the organization.

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

Yes, the Company has established formal mechanisms that empower workers to report work-related hazards promptly and confidentially. These processes are designed to encourage proactive identification of unsafe conditions, fostering a culture of openness and shared responsibility for workplace safety. Furthermore, employees are authorized to withdraw from tasks or environments where they perceive an immediate risk to their health or safety, in accordance with the Company's Health, Safety, and Environment (HSE) Policy. These safeguards are integral to maintaining a safe working environment and demonstrate the Company's commitment to prioritizing employee wellbeing and preventive risk management.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. The Company is committed to promoting the health, safety, and well-being of its employees by providing comprehensive employee welfare benefits. All eligible employees are covered under a Group Medical Insurance Policy, which provides financial protection against medical expenses arising from illness, injury, or hospitalization, thereby supporting the health and financial security of employees and their families.

In addition, the Company has implemented a Workmen Compensation Policy to provide financial and medical support in the event of occupational injuries or illnesses arising out of and during the course of employment. The policy covers eligible medical expenses, statutory compensation, and other applicable benefits in accordance with legal requirements.

These initiatives reflect the Company's commitment to fostering a safe, supportive, and employee-centric workplace while enhancing employee well-being, engagement, and long-term organizational resilience.

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

Safety Incident/Number	Category	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.806	0.79
	Workers	0.206	0
Total recordable work-related injuries	Employees	1	1
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	1
	Workers	1	0

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

The Company has implemented a structured framework to ensure a safe and healthy work environment for all employees. This framework emphasizes proactive risk identification, compliance, and ongoing employee engagement. Key initiatives include:

- **Hazard Identification and Risk Assessment (HIRA):** Conducted at regular intervals to identify and mitigate workplace risks effectively.
- **Safety Training and Awareness:** Continuous programs aimed at educating employees on safety protocols and best practices.
- **Routine Safety Audits:** Periodic inspections to ensure adherence to safety standards, with timely resolution of identified issues.
- **Regulatory Compliance:** Full alignment with applicable health, safety, and industry regulations, reinforced by regular policy reviews.

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

	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

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

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

The Company conducts regular internal audits and inspections across its corporate offices and operational sites to monitor compliance with health, safety, environmental, and operational requirements. Observations identified during these audits are addressed through a structured corrective and preventive action (CAPA) process to ensure timely resolution and drive continual improvement.

In the event of an incident or accident, a detailed investigation is undertaken to identify the root cause and determine appropriate corrective and preventive measures to prevent recurrence. The findings, action plans, and implementation status are documented and periodically reported to the Corporate Management Committee for review, oversight, and continuous monitoring of the Company's health and safety performance.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).:- Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners: No
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners:- Not Applicable

4 PRINCIPLE

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

Essential Indicators

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

   The Company actively engages with a diverse range of stakeholders, including customers, employees, suppliers, investors, regulators, and local communities, to understand their expectations and incorporate their feedback into its decision-making processes. Regular stakeholder engagement enables the Company to identify material issues, strengthen relationships, and respond effectively to evolving stakeholder needs.

   To facilitate transparent and effective communication, the Company has established appropriate grievance redressal mechanisms through which stakeholders can raise queries, suggestions, or concerns. These mechanisms ensure that grievances are acknowledged, reviewed, and addressed in a fair and timely manner, reinforcing the Company's commitment to accountability, transparency, and continuous improvement in stakeholder engagement.

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
Communities	No	Regular interaction, email communication	Need basis/ Whenever required	Support local development and improve livelihoods.
Customers	No	Meeting, Survey and Web portal	Need basis/ Whenever required	Understand their needs thoroughly and strive to meet them. Seek feedback to continually improve the process. Support customers in reaching their sustainability goals.
Employees	No	Personal/group interactions, mails and trainings	Periodically/ throughout the year	Productivity, training, professional development, career advancement, work environment, and organizational culture
Investors	No	Meeting, conferences and other correspondence	Annually	Demonstration of Inox Group's commitment to ethical and governance standards, transparent and comprehensive disclosure, business performance and profitability outlook, as well as potential for capital appreciation.
Government and regulatory bodies	No	Industry representations. Meeting and filings	Need basis/ Whenever required	Compliance, Ethics, Corporate governance, corporate citizenship
Vendors	No	Regular meetings, Email communication, Vendor portals	Periodically/ throughout the year	Ensure timely procurement, compliance with contract terms, quality assurance, and fostering sustainable supplier relationships.

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
Lenders	No	Meetings, Email correspondence, Financial reporting	Need basis/ Whenever required	Maintain transparent communication regarding loan terms, repayments, financial performance, and compliance with lending agreements.

Leadership Indicators

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

   The Company maintains regular and continuous engagement with its stakeholders to understand their expectations and concerns. Material feedback received through these interactions is periodically reviewed, communicated to the relevant management teams, and addressed through appropriate actions, ensuring ongoing alignment with stakeholder expectations and supporting continuous improvement.

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: -**

   As stated above, the Company maintains regular engagement with its stakeholders and actively encourages feedback through established communication channels. During the reporting period, no significant suggestions or material concerns were received from stakeholders that required specific action or changes to the Company's policies or practices.

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

   The Company has established a dedicated grievance redressal mechanism to address clients' queries, requests, feedback, and concerns in a timely, transparent, and effective manner. This mechanism provides stakeholders with a clear channel for communication and ensures that all grievances are reviewed, investigated, and resolved promptly, reinforcing the Company's commitment to customer satisfaction, responsiveness, and continuous improvement.

5 PRINCIPLE

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	357	178	49.86%	385	93	24.16%
Other than permanent	0	0	0%	28	2	7.14%
Total Employees	**357**	**178**	**49.86%**	**413**	**95**	**22.52%**
Workers						
Permanent	10	2	20%	17	17	100%
Other than permanent	203	203	100%	252	252	100%
Total Workers	**213**	**205**	**96.24%**	**269**	**269**	**100%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	357	0	NA	357	100	385	0	NA	385	100
Male	357	0	NA	357	100	385	0	NA	385	100
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent	0	0	0	0	NA	28	28	100	0	NA
Male	0	0	0	0	NA	28	28	100	0	NA
Female	0	0	0	0	NA	0	0	NA	0	NA
Workers										
Permanent	10	0	NA	10	100	17	0	NA	17	100
Male	10	0	NA	10	100	17	0	NA	17	100
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent	203	203	100	0	NA	252	252	100	0	NA
Male	200	200	100	0	NA	252	252	100	0	NA
Female	3	3	100	0	NA	0	0	NA	0	NA

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
BOD	1	67,65,684	0	NA
KMP	3	50,72,147	0	NA
Employees (Other than BOD/KMP)	526	2,28,387	0	NA
Workers	42	1,13,287	0	NA

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	0%	0%

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, Head (HR) is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company is committed to respecting and promoting human rights as a fundamental part of its corporate values and business practices. To support this commitment, it has established appropriate mechanisms to address concerns relating to labour practices, workplace conduct, and human rights in a fair, transparent, and timely manner.

The Company has implemented a comprehensive Grievance Redressal Mechanism across its operations, enabling employees and other stakeholders to raise concerns through accessible and confidential channels. This mechanism is supported by the Company's Code of Conduct and Human Rights Policy, which promote ethical behaviour, equal opportunity, non-discrimination, and respect for the dignity and rights of all individuals. Together, these frameworks foster a safe, inclusive, and respectful workplace while ensuring that concerns are addressed effectively and without fear of retaliation.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	No	No	NA	No	No	NA
Discrimination at workplace	No	No	NA	No	No	NA
Child Labour	No	No	NA	No	No	NA
Forced Labour/Involuntary Labour	No	No	NA	No	No	NA
Wages	No	No	NA	No	No	NA
Other human rights related issues	No	No	NA	No	No	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)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company is committed to providing a workplace that is free from discrimination, harassment, and retaliation. All complaints relating to discrimination or harassment are handled with fairness, confidentiality, and sensitivity through established grievance and complaint redressal mechanisms. The identity of the complainant is protected to the extent permitted by law and disclosed only where necessary to facilitate a fair and impartial investigation.

The Company follows a zero-tolerance approach towards all forms of harassment, including sexual harassment, and has implemented a Prevention of Sexual Harassment (POSH) Policy supported by an Internal Committee to address complaints in accordance with applicable legal requirements. Employees are encouraged to report concerns without fear of retaliation, and all complaints are investigated promptly, impartially, and with appropriate corrective action wherever warranted. These measures reinforce the Company's commitment to fostering a safe, inclusive, respectful, and equitable workplace.

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

   Yes.

10. **Assessments for the year:**

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

Note: The Company internally conducted the assessment of all its plants and offices

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

    No significant risks or concerns were identified from the assessments at Question 10 above

Leadership Indicators

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

   Not Applicable

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

   The Company conducts periodic internal reviews to assess compliance with its Human Rights Policy and related workplace policies across its operations. These reviews help identify areas for improvement, strengthen accountability, and ensure the effective implementation of human rights commitments. The assessment outcomes support continuous improvement and reinforce the Company's commitment to maintaining ethical, fair, and responsible business practices.

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

   Yes, the Company's office premises are thoughtfully designed and equipped with essential infrastructure to provide seamless and accessible entry and movement for individuals with disabilities.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	NIL
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.: Not Applicable**

6 PRINCIPLE

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

Essential Indicators

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total electricity consumption (A)	823	595
Total fuel consumption (B)	20007	75103
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	**20830**	**75698**
Energy intensity per rupee of turnover (Total energy consumption/ turnover in(cr) rupees)	0.740	0.270
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Not Applicable

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

   The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	4225	4248
(iii) Third party water	0	1425
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**4225**	**5673**
Total volume of water consumption (in kilolitres)	**4225**	**5673**
Water intensity per rupee of turnover (Water consumed / turnover(cr))	9.91	2.41
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Not Applicable

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	4225	4248
With treatment – please specify level of treatment	0	0

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	00
(iv) Sent to third-parties		
No treatment	1625	1425
With treatment – please specify level of treatment	0	0
Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters) (i+ii+iii+iv+v)	**5848**	**5673**

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: Not Applicable

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 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	Kg	3.93	14.92
Sox	Kg	8.48	32.16
Particulate matter (PM)	Kg	0.29	1.1
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Not Applicable.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1363	5335
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	187	118
Total Scope 1 and Scope 2 emissions		1550	5453
Total Scope 1 and Scope 2 emission intensity per crore rupee of turnover	Metric tonnes of CO_2 Equivalent Per crore	3.64	2.31

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Not Applicable.

8. Does the entity have any project related to reducing Green House Gas emission?

No

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	1.42	1.24
E-waste **(B)**	2	3
Bio-medical waste **(C)**	0.01	0.02
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	1.77	1.37
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	19.94	48
Other Non-hazardous waste generated **(H).** Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	4.51	7
Total (A+B + C + D + E + F + G + H)	**29.68**	**60**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations (CR)	0.1056	0.0255
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	25.17	53
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**25.17**	**53**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations(Sales of waste generated)	25.17	7
Total	**25.17**	**7**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Not Applicable.

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.

We have implemented a comprehensive Waste Management System that governs the lifecycle of waste across all operational sites. This includes classification, segregation at source, safe storage, and environmentally sound disposal. All processes align with applicable regulatory requirements and are reinforced by our partnerships with authorized waste disposal vendors to guarantee compliance and traceability.

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.
NA			

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
NA					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
The Company is compliant with all the regulations applicable to the company.				

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: - N.A.

(ii) Nature of operations :- N.A.

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

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

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

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

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

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

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:

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
NA			

5. Does the entity have a business continuity and disaster management plan?

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: -

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

7 PRINCIPLE

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.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	NIL	

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

Name of Authority	Brief of the case	Corrective Action Taken
Not Applicable		

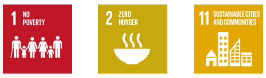
Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

8 PRINCIPLE

Businesses should promote inclusive growth and equitable development.



Essential Indicators

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

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes/ No)?	Results Communicated in Public Domain (Yes/ No)	Relevant Web Link
NIL					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In Rs.)
Not Applicable						

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

A designated representative is available at each site to receive and acknowledge public grievances. In the event a concern is raised, a meeting is promptly arranged with the complainant and relevant stakeholders to facilitate a fair and transparent resolution, in accordance with the established procedures.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	44.92%	15.71%
Sourced directly from within the district and neighbouring districts	-	81.54%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	29.67%	54%
Semi-urban	27.76%	-
Urban	36.35%	46%
Metropolitan	6.22%	-

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:

Sr. No.	State	Aspirational District	Amount spent (In Rs.)
Not Applicable			

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?:- Nil

   (c) What percentage of total procurement (by value) does it constitute?:- Nil

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NIL				

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:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
NIL			

9 PRINCIPLE

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 clear and efficient mechanisms for receiving and addressing consumer complaints and feedback. Customers can submit their concerns either via email or through the dedicated online portal available on our website. Ensuring prompt and effective resolution of stakeholder issues is a core priority for the Company. All grievances are addressed within a defined timeframe, culminating in a conclusive resolution.

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	NA
Safe and Responsible Usage	NA
Recycling and/or Safe Disposal	NA

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber- Security	0	0	NA	0	0	NA
Delivery of Essential Services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	0	0	NA	0	0	NA

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

	Number	Reasons for Recall
Voluntary Recalls	Not Applicable	
Forced Recalls		

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

   While the Company has not adopted a standalone Cybersecurity and Data Privacy Policy, it has implemented appropriate information security controls and IT safeguards to protect sensitive information and business data. These measures include secure and encrypted data storage, controlled access to information systems, regular software updates, endpoint protection, and periodic awareness programmes on information security and data privacy for employees.

   The Company continuously monitors its IT environment and strengthens its security practices to mitigate cyber risks and protect the confidentiality, integrity, and availability of information. To date, the Company has not experienced any material cybersecurity incidents or data breaches affecting its operations.

   Web link of the policy: https://www.inoxgreen.com/PDF/IWL%20Information%20Security%20Policy_V5.1%20(1).pdf

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

   Not Applicable considering the nature of Company's product and services offerings

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

   a. Number of instances of data breaches :- NIL

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

   c. Impact, if any, of the data breaches:- N.A.

Leadership Indicators

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

   The Information can be accessed at the website of the Company i.e., https://www.inoxgreen.com/

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services: - We provide the maintenance manual to the consumer. NIL**

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

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