

PGIL/SE/2026-27/27

Date: June 25, 2026

THE GENERAL MANAGER,
DEPARTMENT OF CORPORATE SERVICES - CRD
BSE LIMITED
1ST FLOOR, NEW TRADING RING
ROTUNDA BUILDING, P. J. TOWERS
DALAL STREET, FORT,
MUMBAI – 400 001

THE GENERAL MANAGER,
LISTING DEPARTMENT
NATIONAL STOCK EXCHANGE OF INDIA LTD.
“EXCHANGE PLAZA”, PLOT NO. C- 1,
G- BLOCK, BANDRA - KURLA COMPLEX,
BANDRA (E),
MUMBAI - 400 051

Reg: Scrip Code: BSE-532808;

NSE - PGIL

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

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith Business Responsibility and Sustainability Report for the financial year 2025-26, which forms an integral part of the Annual Report of the Company for the financial year 2025-26.

You are requested to take the same on your records.

Thanking you,

Yours faithfully
for **Pearl Global Industries Limited**

(Shilpa Saraf)
Company Secretary and Compliance Officer
ICSI M. No.: ACS-23564

Enclosed: a/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity			
1	Corporate Identity Number (CIN) of the Listed Entity	L74899HR1989PLC140150	
2	Name of the Listed Entity	PEARL GLOBAL INDUSTRIES LIMITED	
3	Date of Incorporation	05-07-1989	
4	Registered office address	Pearl Tower, Plot No. 51 Sector-32, Gurugram, Haryana, India, 122001	
5	Corporate address	Pearl Tower, Plot No. 51 Sector-32, Gurugram, Haryana, India, 122001	
6	E-mail	company.secretary@pearlglobal.com	
7	Telephone	0124-4651000	
8	Website	https://www.pearlglobal.com	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	April 01, 2025	March 31, 2026
	Previous Financial Year	April 01, 2024	March 31, 2025
	Prior to Previous Financial year	April 01, 2023	March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed		

Name of the Stock exchange	Description of other stock exchange	Name of the Country
BSE Limited		
National Stock Exchange of India Limited		

11	Paid-up Capital (In ₹)	₹ 2,307.30 Lakh
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	Ms. Shilpa Saraf
	Contact	0124-4651000
	E mail	company.secretary@pearlglobal.com

13 Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) - Standalone Basis

14 Whether the company has undertaken assessment or assurance of the BRSR Core? - No

15 Name of the Assessment or Assurance provider - Not Applicable

16 Type of Assessment obtained - Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and export of apparels	96.56%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Apparels	141	100.00%

III. Operations

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

Locations	Number of plants	Number of offices	Total
National	8	1	9
International	8	9	17

20. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	7

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

96.56%

c. A brief on types of customers

Pearl Global industries Limited ("Pearl Global") caters to a diversified customer base comprising leading global fashion brands, retailers, and corporate clients across multiple apparel categories. The Company primarily focuses on apparel exports and maintains long-standing relationships with customers across international markets, with the USA continuing to be the largest revenue-contributing market during the reporting year. The Company serves customers through value-driven, quality-focused, and sustainable apparel manufacturing solutions tailored to evolving market and consumer requirements.

IV. Employees

21. Details as at the end of Financial Year

a. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No (B)	% (B/A)	No (C)	% (C/A)	No. (H)	% (H / A)
EMPLOYEES								
1.	Permanent (D)	1764	1503	85.20%	261	14.80%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3.	Total employees (D + E)	1764	1503	85.20%	261	14.80%	0	0.00%
WORKERS								
4.	Permanent (F)	8492	2975	35.03%	5517	64.97%	0	0.00%
5.	Other than Permanent (G)	1657	1112	67.11%	545	32.89%	0	0.00%
6.	Total workers (F + G)	10149	4087	40.27%	6062	59.73%	0	0.00%

b. Differently abled Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No (B)	% (B/A)	No (C)	% (C/A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No (B)	% (B/A)
Board of Directors	12	3	25.00%
Key Managerial Personnel (Not part of the Board)	3	1	33.33%

23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	Turnover rate in current FY (2025-26)				Turnover rate in previous FY (2024-25)				Turnover rate in the year prior to the previous FY (2023-24)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	39.38%	40.67%	0.00%	39.54%	35.39%	43.20%	0.00%	36.43%	43.37%	38.14%	0.00%	42.64%
Permanent Workers	104.19%	79.44%	0.00%	87.65%	92.70%	68.08%	0.00%	76.46%	115.67%	90.79%	0.00%	98.84%

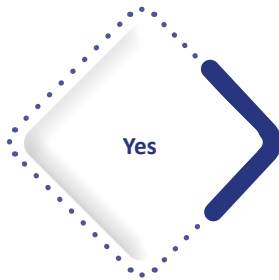
V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

Sr. No.	Name of the holding / subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gogreen Apparel Limited (Formerly 'SBUYS E-Commerce Limited')	Subsidiary	100.00%	No
2	Sead Apparels Private Limited	Subsidiary	100.00%	No
3	Pearl Global Kaushal Vikas Limited	Subsidiary	100.00%	No
4	Pearl Global USA, Inc.	Subsidiary	100.00%	No
5	Norp Knit Industries Limited	Subsidiary	99.99%	No
6	Pearl Global Fareast Limited	Subsidiary	100.00%	No
7	Pearl Global (HK) Limited	Subsidiary	100.00%	No
8	Vin Pearl Global Vietnam Limited	Subsidiary	100.00%	No
9	Pearl Global Vietnam Company Limited	Subsidiary	100.00%	No
10	Pearl Grass Creations Limited	Subsidiary	100.00%	No
11	Prudent Fashions Limited	Subsidiary	99.95%	No
12	DSSP Global Limited	Subsidiary	100.00%	No
13	PT Pinnacle Apparels	Subsidiary	89.93%	No
14	PGIC Investment Limited	Subsidiary	100.00%	No
15	Pearl Unlimited Inc	Subsidiary	100.00%	No
16	Alpha Clothing Limited	Subsidiary	100.00%	No
17	Trinity Clothing Limited	Subsidiary	100.00%	No
18	Pearl Global Industries FZCO	Subsidiary	100.00%	No
19	Pearl GT Holdco Limited	Subsidiary	80.00%	No
20	Corporacion de Productos Y Servicios Asociados, Sociedad Anonima	Subsidiary	80.00%	No
21	Shoretex, Sociedad Anonima	Subsidiary	80.00%	No
22	Pearl Knitting & Dyeing Industries Limited	Subsidiary	99.99%	No
23	Pearl Global Fashion Singapore Pte Limited	Subsidiary	100.00%	No

VI. CSR Details

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



(ii) Turnover



(iii) Net worth

VII. Transparency and Disclosures Compliances

26 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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY 2025-26			PY (2024-25)			(If NA, then provide the reason)
			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	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16	0	0	Nil	0	0	Nil	
Investors (other than shareholders)	Yes	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16	0	0	Nil	0	0	Nil	
Shareholders	Yes	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16	0	0	Nil	3	0	Nil	
Employees and workers	Yes	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16	22	0	Nil	27	0	Nil	
Customers	Yes	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16	0	0	Nil	0	0	Nil	
Value Chain Partners	Yes	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16	0	0	Nil	0	0	Nil	

27 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

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	Product Quality and Safety	R&O	<p>Risk-</p> <p>The Company remains exposed to potential product quality and safety risks arising from non-compliance with customer specifications, international quality standards, product safety requirements, and evolving regulatory expectations across export markets. Such instances may directly affect customer satisfaction, brand credibility, operational continuity and long-term business relationships, thereby impacting the Company's top-line growth and market reputation. In addition, increasing customer focus on sustainable products, traceability, restricted substances and ethical manufacturing practices requires continuous enhancement of quality assurance systems and operational controls.</p> <p>Opportunity-</p> <p>Product quality and safety continue to be among the most critical pillars driving the Company's growth, competitiveness, and customer confidence in the global apparel industry. Delivering superior quality products enables the Company to strengthen customer loyalty, improve brand positioning, increase repeat business opportunities and enhance operational efficiency. Consistent product quality also contributes towards reducing rework, product rejection, wastage and overall manufacturing costs, thereby improving profitability and productivity. Furthermore, adherence to internationally recognised sustainability and safety standards supports long-term partnerships with global brands and strengthens the Company's positioning as a responsible apparel manufacturing partner.</p>	<p>Pearl Global continues to reinforce its commitment towards superior product quality, product safety and responsible manufacturing practices through implementation of robust quality management systems, process monitoring mechanisms, customer compliance protocols and internationally recognised certifications. The Company has secured multiple globally recognised certifications including Standard 100 by OEKO-TEX, Organic Content Standard (OCS), Global Organic Textile Standard (GOTS), Global Recycled Standard (GRS), Better Cotton Initiative (BCI), Forest Stewardship Council (FSC), Regenagri, European Flax Standard (EFS) and US Cotton Trust Protocol (USCTP). These certifications support responsible sourcing, product traceability, sustainable manufacturing, restricted substance management and compliance with global customer requirements. Pearl Global's quality assurance framework includes continuous inspection and monitoring across procurement, production, finishing, packing and dispatch stages to ensure adherence to customer specifications and product safety standards. Dedicated quality assurance teams and associates regularly coordinate with customer representatives to monitor quality parameters, conduct audits, identify process improvement opportunities and strengthen corrective and preventive action mechanisms. The Company also focuses on employee training, process automation, continuous improvement initiatives, supplier engagement and digital quality monitoring systems to minimise product defects, improve operational consistency and enhance customer satisfaction.</p>	Positive Implications

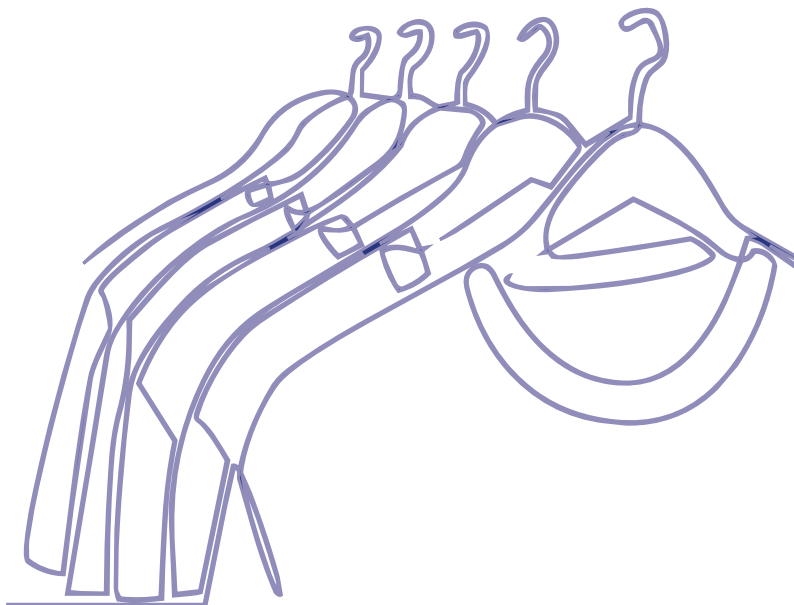
Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Sustainable sourcing and traceability	R&O	<p>Risk- Lack of sustainable sourcing and traceability may impact customer confidence and compliance with international buyer requirements.</p> <p>Opportunity- Responsible sourcing enhances transparency, sustainability performance, and customer relationships.</p>	Pearl Global promotes responsible sourcing practices through certifications such as GOTS, OCS, GRS, FSC and BCI. Supplier evaluations and traceability mechanisms are implemented to ensure compliance with sustainability standards across the value chain.	Positive Implications
3	Energy efficiency and water management	R&O	<p>Risk- Pearl Global recognises that increasing energy costs, water scarcity, climate-related regulations, and growing stakeholder expectations regarding environmental sustainability may significantly impact operational efficiency and long-term business resilience. Inefficient utilisation of energy and water resources, inadequate waste-water treatment practices, and failure to meet evolving environmental compliance requirements may lead to increased operating costs, reduced resource efficiency, regulatory exposure and reputational risks. Additionally, climate change and increasing global focus on sustainable manufacturing practices continue to place pressure on businesses to reduce environmental footprint, greenhouse gas emissions, and resource consumption across operations and supply chains.</p> <p>Opportunity- Effective management of energy and water resources presents a significant opportunity for the Company to improve operational efficiency, optimise resource utilisation, reduce utility costs, strengthen climate resilience, and enhance long-term sustainability performance.</p>	Pearl Global remains committed to environmental stewardship and long-term resource conservation through implementation of comprehensive sustainability initiatives, operational controls and resource efficiency programmes across manufacturing facilities. The Company continues to strengthen its environmental management framework through adoption of internationally recognised sustainability standards and certifications including the Global Recycled Standard (GRS) and other responsible manufacturing practices aimed at reducing environmental impact and improving operational sustainability. To strengthen water management practices, the Company operates Effluent Treatment Plants (ETP), Sewage Treatment Plants (STP), and Water Treatment Plants (WTP) across manufacturing locations to ensure responsible treatment, recycling and discharge of water in accordance with applicable environmental requirements. Centralised monitoring systems and environmental performance tracking mechanisms are implemented to monitor energy and water consumption, identify improvement opportunities and strengthen resource efficiency initiatives.	Positive Implications

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)
			Adoption of energy-efficient technologies, renewable energy solutions, and water conservation initiatives supports responsible manufacturing practices and strengthens the Company's ESG positioning among global customers and stakeholders. Strong environmental stewardship and sustainable resource management practices also contribute towards improving competitiveness, strengthening customer confidence, enhancing regulatory preparedness, and creating long-term value for the business.	Pearl Global continues to invest in energy conservation measures including installation of energy-efficient machinery, LED lighting systems, optimised manufacturing processes, efficient boilers, and renewable energy initiatives including solar energy installations across facilities. The Company also undertakes waste reduction programmes, pollution prevention initiatives, process optimisation projects, and employee awareness programmes aimed at promoting sustainable operational practices and reducing environmental footprint. Furthermore, environmental impact assessment tools and sustainability monitoring systems are leveraged to support data-driven decision-making, climate risk mitigation and continuous improvement in energy and water performance across operations.	
4	Human rights and labour practices	R	Risk- Non-compliance with labour standards and human rights principles may expose the Company to reputational risks, customer non-compliance and legal consequences.	The Company follows labour and human rights policies aligned with applicable regulations and customer requirements. Employee welfare initiatives, grievance mechanisms, anti-discrimination practices and regular compliance monitoring are implemented across operations.	Negative Implications
5	Supply chain management	R&O	Risk- Pearl Global recognises that an efficient, transparent, and resilient supply chain is critical to ensuring uninterrupted business operations, timely product delivery and long-term customer relationships. Disruptions arising from raw material shortages, supplier non-compliance, labour disputes, geopolitical uncertainties, logistics constraints, inflationary pressures, or fluctuations in global demand may adversely impact production schedules, operational efficiency, procurement costs and overall business continuity.	Pearl Global continues to strengthen its end-to-end supply chain management framework through integration of sustainability, transparency, innovation, quality assurance and operational efficiency across procurement and manufacturing operations. The Company places strong emphasis on	Positive Implications

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)
			<p>Additionally, increasing global focus on responsible sourcing, sustainability compliance, traceability and ethical procurement practices has heightened expectations from international customers and stakeholders regarding supply chain transparency and accountability. Failure to maintain an agile and sustainable supply chain framework may impact customer confidence, export competitiveness and long-term business growth.</p> <p>Opportunity- A well-structured and sustainable supply chain management system presents significant opportunities to improve operational efficiency, strengthen supplier collaboration, enhance traceability, optimise inventory management and improve responsiveness to evolving customer requirements. Responsible sourcing and integrated supply chain practices also support the Company's sustainability objectives by promoting circular economy principles, reducing operational inefficiencies, improving product turn around timelines and strengthening long-term stakeholder trust. Effective supply chain management further enables Pearl Global to improve cost optimisation, maintain product quality consistency, strengthen procurement planning, and increase customer retention through timely and responsible product delivery.</p>	<p>responsible sourcing and traceability practices by adhering to internationally recognised sustainability standards and certifications including Organic Content Standard (OCS), Global Organic Textile Standard (GOTS), Global Recycled Standard (GRS), Better Cotton Initiative (BCI), and other recognised frameworks aimed at ensuring sustainable and traceable sourcing practices across the value chain. These certifications help authenticate organic and sustainable content at different stages of the supply chain while ensuring transparency, traceability and compliance with customer expectations and global sustainability standards. Pearl Global also undertakes supplier assessments, compliance evaluations, process audits and operational reviews to strengthen supply chain resilience, supplier accountability and quality consistency. The Company leverages technology-driven systems, process monitoring mechanisms and collaborative supplier engagement practices to improve procurement efficiency, production planning, inventory management, logistics coordination, and customer responsiveness. Continuous improvement initiatives and sustainability-focused procurement practices are also implemented to minimise supply chain disruptions, strengthen responsible sourcing and improve operational agility. Furthermore, Pearl Global continues to focus on fostering long-term strategic partnerships with suppliers and customers to support sustainable growth, operational continuity and enhanced value chain efficiency.</p>	

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	Waste & chemical management	R&O	<p>Risk- Improper waste disposal and chemical management may lead to environmental pollution, regulatory penalties, and operational risks.</p> <p>Opportunity- Efficient waste reduction and responsible chemical management improve sustainability performance and resource efficiency.</p>	<p>Pearl Global implements waste segregation, recycling initiatives, pollution control systems and chemical management practices aligned with regulatory and customer requirements. Environmental monitoring systems are also deployed to strengthen compliance and resource optimisation.</p>	Positive Implications
7	Employee engagement and development	R&O	<p>Risk- Pearl Global recognises that employee engagement, capability development, workforce well-being and talent retention are critical factors influencing operational efficiency, productivity, innovation and long-term business sustainability. Inadequate employee engagement, limited skill enhancement opportunities, workforce dissatisfaction, or inability to attract and retain skilled talent may adversely affect employee morale, operational continuity, manufacturing efficiency and organisational performance. Additionally, increasing competition for skilled talent, evolving workforce expectations, changing workplace dynamics and growing emphasis on employee well-being, diversity, inclusion and professional growth require organisations to continuously strengthen people management practices and employee-centric policies. Failure to effectively manage workforce engagement and development may result in higher attrition, reduced productivity, increased recruitment costs and disruption of business operations.</p> <p>Opportunity- A motivated, skilled and engaged workforce creates significant opportunities for the Company to strengthen productivity, operational stability, innovation, collaboration and long-term organisational growth. Well-structured employee development and engagement programmes contribute towards improved job satisfaction, stronger workforce retention, enhanced teamwork and better alignment with organisational goals and values. Employee-centric initiatives</p>	<p>Pearl Global continues to strengthen its employee-focused Human Resource framework through implementation of structured policies, people-centric practices, leadership development initiatives and employee engagement programmes aimed at fostering an inclusive, productive and performance-driven work culture. The Company's Human Resources function remains committed to enhancing employee well-being, organisational capability, workforce diversity and professional development across all levels of the organisation. Pearl Global regularly undertakes employee training and development programmes, technical skill enhancement initiatives, behavioural training sessions, leadership development workshops and learning interventions to strengthen employee competencies and improve operational effectiveness. The Company also promotes employee engagement and organisational alignment through initiatives such as the Leadership Quest Programme, employee communication forums, recognition programmes, team-building activities and performance-driven initiatives including Achieve – Pearl's Performance Management System. Human Resource Management Systems (HRMS) and technology-driven employee management practices are leveraged to strengthen workforce planning, employee communication, performance tracking and operational efficiency.</p>	Positive Implications

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)
			<p>also support the development of a positive workplace culture, leadership capabilities and continuous learning environment, enabling the Company to improve operational resilience and sustain long-term business performance. Strong employee engagement further enhances adaptability, strengthens succession planning and supports the Company’s ability to respond effectively to evolving industry and customer requirements.</p>	<p>Pearl Global further focuses on strengthening employee welfare, workplace inclusivity, diversity, equal opportunity practices and grievance redressal mechanisms to create a supportive and collaborative work environment. Various employee well-being initiatives, safety awareness programmes and organisational culture-building activities are implemented to strengthen employee satisfaction, motivation, and retention. The Company also continues to focus on nurturing a unified “Pearl ONE” culture that promotes teamwork, accountability, continuous improvement and employee participation across business operations.</p>	
8	Climate change and decarbonisation	R&O	<p>Risk- Climate change, carbon regulations and transition risks may affect operational continuity and increase compliance costs.</p> <p>Opportunity- Decarbonisation initiatives support long-term sustainability goals and improve ESG performance.</p>	<p>The Company continues to adopt renewable energy initiatives, energy-efficient technologies and environmental management practices aimed at reducing greenhouse gas emissions and improving climate resilience.</p>	Negative Implications

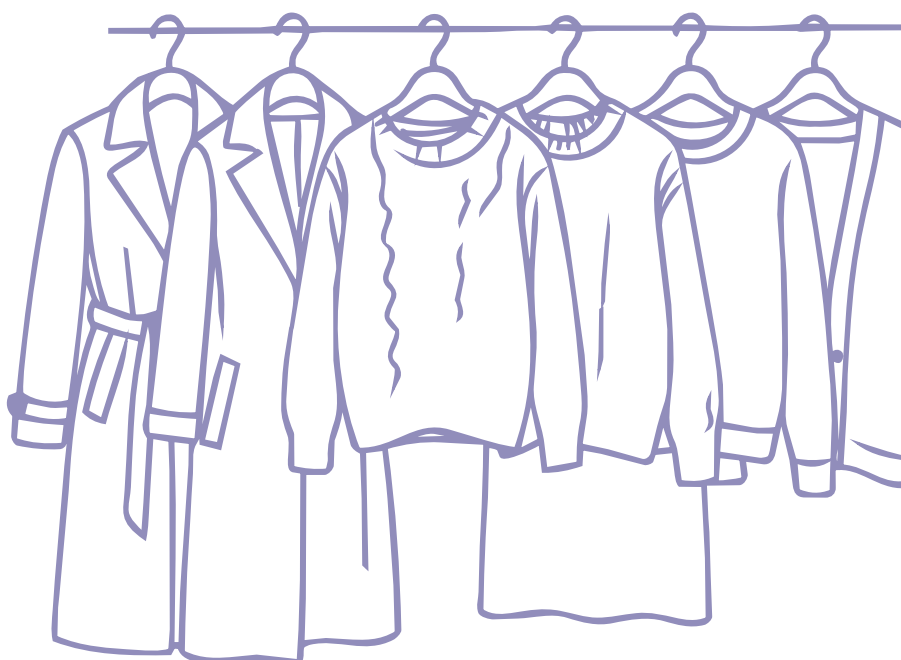


Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Health and safety	R	<p>Risk- Pearl Global recognises that maintaining a safe, healthy and secure workplace environment is critical for ensuring employee well-being, operational continuity and sustainable business performance. The nature of manufacturing operations exposes employees to workplace hazards associated with machinery, material handling, fire safety, ergonomics, electrical systems, chemical exposure, and operational processes. Non-adherence to safety protocols, insufficient awareness regarding workplace safety practices, inadequate use of Personal Protective Equipment (PPE), or ineffective emergency preparedness measures may lead to workplace injuries, accidents, occupational illnesses, operational disruptions and reputational risks. In addition, evolving occupational health and safety regulations and increasing stakeholder expectations regarding employee welfare and workplace standards require continuous strengthening of safety management systems and employee awareness programmes. Failure to maintain effective health and safety practices may adversely impact workforce productivity, employee morale, operational efficiency, regulatory compliance \and long-term business sustainability.</p>	<p>Pearl Global remains committed to maintaining the highest standards of occupational health, safety and employee well-being across all manufacturing locations and business operations. The Company continues to strengthen its workplace safety framework through implementation of comprehensive health and safety policies, operational controls, employee awareness initiatives and compliance monitoring mechanisms.</p> <p>Regular safety training programmes, mock drills, emergency preparedness exercises, fire safety inspections, machine safety checks, workplace risk assessments and safety audits are conducted to strengthen employee awareness and minimise operational hazards. Employees are regularly trained on safe work practices, use of Personal Protective Equipment(PPE), emergency response procedures and compliance with applicable health and safety guidelines. Pearl Global ensures that all facilities operate with necessary statutory approvals, permits, environmental clearances and workplace safety controls in accordance with applicable regulatory requirements and industry standards. The Company also focuses on maintaining clean, hygienic and safe working environments through continuous monitoring, preventive maintenance practices, safety signage and operational supervision. Additionally, employee well-being initiatives, occupational health programmes, medical support facilities and awareness campaigns are implemented to promote a culture of health, safety, accountability and employee care across the organisation. The Company also expects suppliers, contractors and other stakeholders within its value chain to uphold comparable standards of workplace health and safety.</p>	Negative Implications

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)
10	Business Ethics	R	<p>Risk-</p> <p>Pearl Global recognises that maintaining high standards of ethics, integrity, transparency, and responsible business conduct is fundamental to sustaining stakeholder trust, protecting corporate reputation and ensuring long-term business sustainability. Any compromise in ethical standards, non-compliance with governance practices, corruption, fraud, bribery, conflict of interest, data misuse, or unethical business behaviour may adversely affect the Company's credibility, stakeholder confidence, operational performance, and market reputation. Unethical practices may also expose the Company to legal and regulatory actions, financial losses, customer dissatisfaction, and disruption of long-term business relationships. Furthermore, reputational damage arising from unethical conduct may negatively influence investor sentiment, employee morale, customer trust, and the Company's ability to attract and retain business opportunities and talent. As stakeholder expectations regarding corporate governance, transparency, responsible sourcing, and ethical operations continue to evolve, businesses are increasingly expected to strengthen governance mechanisms and promote a culture of accountability and integrity across operations and value chains.</p>	<p>Pearl Global continues to strengthen its corporate governance and ethical business practices through implementation of robust policies, internal controls, and compliance frameworks designed to promote transparency, accountability, fairness, and responsible decision-making across all levels of the organisation. The Company has established a comprehensive Code of Conduct and Ethics Policy that outlines expected standards of behaviour, ethical business practices, compliance obligations, and procedures for reporting and addressing instances of non-compliance or unethical conduct. A Conflict of Interest Policy and Whistle Blower Mechanism are also implemented to encourage ethical reporting, transparency, and protection of stakeholder interests. Regular awareness programmes, employee training sessions, governance reviews and compliance monitoring mechanisms are undertaken to strengthen understanding of ethical practices, regulatory requirements, anti-corruption principles and responsible business conduct. Pearl Global also maintains internal control systems, audit monitoring, and mitigating ethical and compliance-related risks across business operations. The Company promotes a culture of integrity and accountability by encouraging employees, suppliers, business partners and other stakeholders within its value chain to adhere to ethical standards, applicable regulations and responsible business practices. Continuous improvement initiatives are also undertaken to strengthen governance systems, risk management practices and stakeholder confidence.</p>	Negative Implications

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)
11	Regulatory & legal compliance	R	<p>Risk-</p> <p>Pearl Global recognises that compliance with applicable laws, regulations, industry standards and customer-specific requirements is critical for ensuring operational continuity, responsible business conduct and long-term business sustainability. Non-compliance with environmental laws, labour regulations, health and safety standards, taxation requirements, export-import regulations, corporate governance norms and other statutory obligations may expose the Company to legal liabilities, financial penalties, operational disruptions, and reputational risks. Increasing global regulatory scrutiny, evolving sustainability disclosure requirements, international trade regulations and customer compliance expectations continue to place greater emphasis on robust governance and compliance management systems. Failure to effectively monitor and comply with applicable legal and regulatory frameworks may adversely affect the Company's operational efficiency, customer relationships, investor confidence and business growth opportunities. Additionally, non-compliance incidents may result in litigation, suspension of business operations, restrictions on exports, loss of customer confidence and increased compliance-related costs, thereby impacting long-term financial and operational performance.</p>	<p>Pearl Global continues to strengthen its compliance and governance framework through implementation of robust internal control systems, compliance monitoring mechanisms, operational audits, and standardised reporting practices aimed at ensuring adherence to applicable legal and regulatory requirements across all business operations. The Company has established structured internal control procedures and governance mechanisms to monitor compliance with environmental regulations, labour laws, taxation requirements, corporate governance standards, customer compliance protocols, and industry-specific operational guidelines. Dedicated compliance teams and operational personnel regularly monitor statutory requirements, assess compliance risks and undertake corrective actions wherever required. Pearl Global leverages technology-driven systems, including SAP-based reporting and transaction management systems, to ensure accurate recording, authorisation, monitoring and transparent reporting of operational and financial transactions. Internal audit mechanisms, compliance reviews, management assessments and process control systems are regularly implemented to strengthen governance practices, operational transparency and risk mitigation. Customer onboarding processes are also aligned with compliance verification frameworks to ensure adherence to customer-specific requirements, regulatory obligations, and responsible sourcing expectations. Furthermore, the Company undertakes regular employee awareness programmes, compliance training sessions and policy communication initiatives to strengthen understanding of applicable legal</p>	Negative Implications

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)
12	Customer satisfaction & responsible production	R&O	<p>Risk- Failure to meet customer expectations regarding quality, sustainability and responsible production practices may affect long-term business relationships.</p> <p>Opportunity- Responsible production and customer-focused operations strengthen brand value and customer retention.</p>	<p>obligations, ethical business practices and governance expectations across all levels of the organisation. Pearl Global remains committed to continuously enhancing its compliance management systems and governance framework in line with evolving regulatory requirements, stakeholder expectations and global sustainability standards.</p> <p>Pearl Global maintains continuous customer engagement, quality monitoring systems, sustainable production practices and compliance frameworks aligned with international customer requirements and industry standards.</p>	Positive Implications



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	Principle 1 to 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/NA)	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes
c. Web Link of the Policies, if available	https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16
2. Whether the entity has translated the policy into procedures. (Yes / No/NA)	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No/NA)	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	<p>The Company has established a comprehensive policy framework to ensure alignment with applicable regulatory requirements and globally accepted sustainability standards. All policies are fully compliant with relevant national laws and regulations, including the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and are guided by the principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC). These policies are periodically reviewed and updated to reflect evolving legal requirements, industry best practices, and stakeholder expectations. In addition to national regulatory compliance, the Company has aligned its policies with internationally recognised management systems and frameworks to ensure a structured and robust approach towards environmental, social and governance (ESG) performance. These include standards such as ISO 14001:2015 for environmental management, ISO 45001:2018 for occupational health and safety and guidance frameworks such as the United Nations Global Compact (UNGC) principles and International Labour Organization conventions. This integrated approach enables the Company to systematically manage risks, enhance operational efficiency, and drive continuous improvement across ESG parameters.</p> <p>Further strengthening its commitment to responsible business practices, the Company has obtained several globally recognised certifications and adheres to leading industry standards across its operations and supply chain. These include certifications such as Social & Labor Convergence Program (SLCP) / FSLM, Sedex Members Ethical Trade Audit (SMETA), Global Organic Textile Standard (GOTS), Organic Content Standard (OCS), Global Recycled Standard (GRS), Standard 100 by OEKO-TEX, U.S. Cotton Trust Protocol (USCTP), FLAX European Linen, Recycled Claim Standard (RCS), Forest Stewardship Council (FSC), Regenagri, General Certificate of Conformance (GCC) and Better Cotton Initiative (BCI).</p> <p>These certifications demonstrate the Company's commitment towards sustainable sourcing, responsible production, ethical labour practices, product safety, and traceability across the value chain. Collectively, they reinforce the Company's dedication to maintaining high standards of corporate governance, environmental stewardship and social responsibility, in line with BRSR disclosure requirements.</p>

Disclosure Questions	Principle 1 to 9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>The Company integrates its financial performance with its social and environmental responsibilities, ensuring that business growth is aligned with sustainable development objectives. It continues to invest in initiatives that promote responsible operations, long-term value creation, and stakeholder well-being. A key focus area is the reduction of its carbon footprint through the adoption of renewable energy solutions and cleaner fuels, including the use of piped natural gas (PNG) in diesel generator sets and boilers, thereby improving energy efficiency and reducing emissions.</p> <p>The Company has undertaken multiple initiatives to strengthen its environmental performance, including the adoption of eco-friendly and durable fabrics, periodic environmental impact assessments, on-site solar power generation, and implementation of community-based solar lighting projects. These efforts reflect a proactive approach towards climate action, resource efficiency, and sustainable product development. With a strong emphasis on waste minimisation and resource conservation, the Company continuously upgrades its technologies and operational processes to align with its zero-pollution and circular economy goals.</p> <p>As part of its Corporate Social Responsibility (CSR) initiatives, the Company contributes to environmental sustainability through green belt development and maintenance near Rajiv Chowk, Gurugram (Haryana) and promotes circularity by converting textile waste into reusable products such as rugs for distribution in government schools, thereby supporting both environmental and social outcomes. The Company is equally committed to inclusive social development and community empowerment. It undertakes targeted interventions for vulnerable and marginalised groups through skill development, education, and infrastructure support initiatives. Key programmes include “Ek Nayee Pehchaan,” focused on women’s empowerment through vocational training, and “Badhtey Kadam,” which supports the education of underprivileged children.</p> <p>Additional initiatives include installation of RO water systems to improve access to safe drinking water, distribution of tri-scooters for specially abled individuals to enhance mobility and independence, infrastructure support for institutions serving visually impaired students, and distribution of winter clothing to school children.</p> <p>Across all operations and initiatives, the Company upholds the highest standards of ethical conduct, transparency, and accountability. Its actions are guided by a robust Code of Conduct and a strong commitment to responsible stakeholder engagement, ensuring that sustainability principles are embedded across its value chain in line with BRSR requirements.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company has adopted globally recognised standards for textile processing, particularly for products derived from organic fibres, thereby strengthening its commitment to sustainable and responsible manufacturing. It integrates Environmental, Social and Governance (ESG) principles across its operations and value chain, ensuring that sustainability considerations are embedded into strategic decision-making and day-to-day business activities.</p> <p>With a focus on continuous improvement, the Company implements innovative measures to optimise resource efficiency and minimise environmental impact. These initiatives are directed towards reducing energy consumption, lowering greenhouse gas emissions, and minimising waste generation, in alignment with its broader sustainability objectives.</p> <p>Key sustainability initiatives undertaken by the Company include:</p> <ol style="list-style-type: none"> a. Enhancement of biodiversity through the development and maintenance of a green belt in Gurugram, contributing to ecological balance and improved local environmental conditions. b. Achievement of 100% coverage of supplier health and safety assessments, ensuring adherence to responsible sourcing practices and workplace safety standards across the supply chain. c. Establishment of a dedicated ESG function responsible for driving sustainability initiatives, monitoring performance, and ensuring compliance with evolving regulatory and stakeholder expectations. d. Recognition at global platforms for operational excellence, with consistent accolades across areas such as operations, exports, sales performance, and production planning, reflecting the Company’s commitment to quality and sustainable growth. <p>Through these initiatives, the Company continues to strengthen its ESG performance while reinforcing its position as a responsible and forward-looking organisation in the textile sector.</p>

Disclosure Questions	Principle 1 to 9
<p>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)</p>	<p>The Company is committed to embedding Environmental, Social, and Governance (ESG) principles across all aspects of its operations and decision-making processes. While it takes cognisance of the progress achieved to date, it remains equally focused on identifying and addressing areas requiring further improvement, thereby reinforcing its commitment to responsible, transparent, and continuous growth.</p> <p>As a garment manufacturer operating within a global value chain, the Company actively contributes to the transition towards a low-carbon and inclusive economy. It aligns its strategies and practices with internationally recognised sustainability frameworks, enabling enhanced transparency, accountability, and measurable impact across its operations and supply chain. Through this integrated approach, the Company aims to create long-term value for stakeholders while ensuring that sustainability remains a core driver of business resilience and competitiveness.</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>The Board of Directors has the overall responsibility for overseeing the implementation and effective enforcement of this Policy across the Company. In discharging this responsibility, the Board delegates specific functions to ESG Team, Senior Management and relevant functional heads, and seeks guidance from internal or external experts, wherever required, to ensure robust execution and continuous improvement. The Policy gets implemented across all business operations of the Company, including its subsidiaries. Overseas subsidiaries shall adhere to the principles of this Policy, subject to compliance with the applicable laws and regulatory requirements of their respective jurisdictions. In instances where local regulations prescribe more stringent requirements, such provisions shall prevail to ensure full legal compliance.</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). if yes, provide details.</p>	<p>Yes, The Company has constituted a dedicated ESG and Sustainability function that operates under the oversight of the Board of Directors. The function comprises senior leadership and designated representatives from key departments, ensuring a cross-functional approach to sustainability governance and implementation. The ESG and Sustainability team is responsible for formulating and driving the Company's ESG strategy, ensuring alignment with applicable national and international frameworks, including the Business Responsibility and Sustainability Reporting (BRSR), Global Reporting Initiative (GRI), and Task Force on Climate-related Financial Disclosures (TCFD). The team monitors performance against defined sustainability targets, facilitates compliance with regulatory requirements, and supports the integration of ESG considerations into core business processes. In addition, the function plays a key role in identifying and assessing climate-related risks and opportunities, enabling their incorporation into strategic planning and risk management frameworks. It also provides data-driven insights, analytical support, and implementation guidance across various sustainability initiatives, ensuring consistency, accuracy, and continuous improvement in ESG performance across the organisation.</p>

10. Details of Review of NGRBCs by the Company

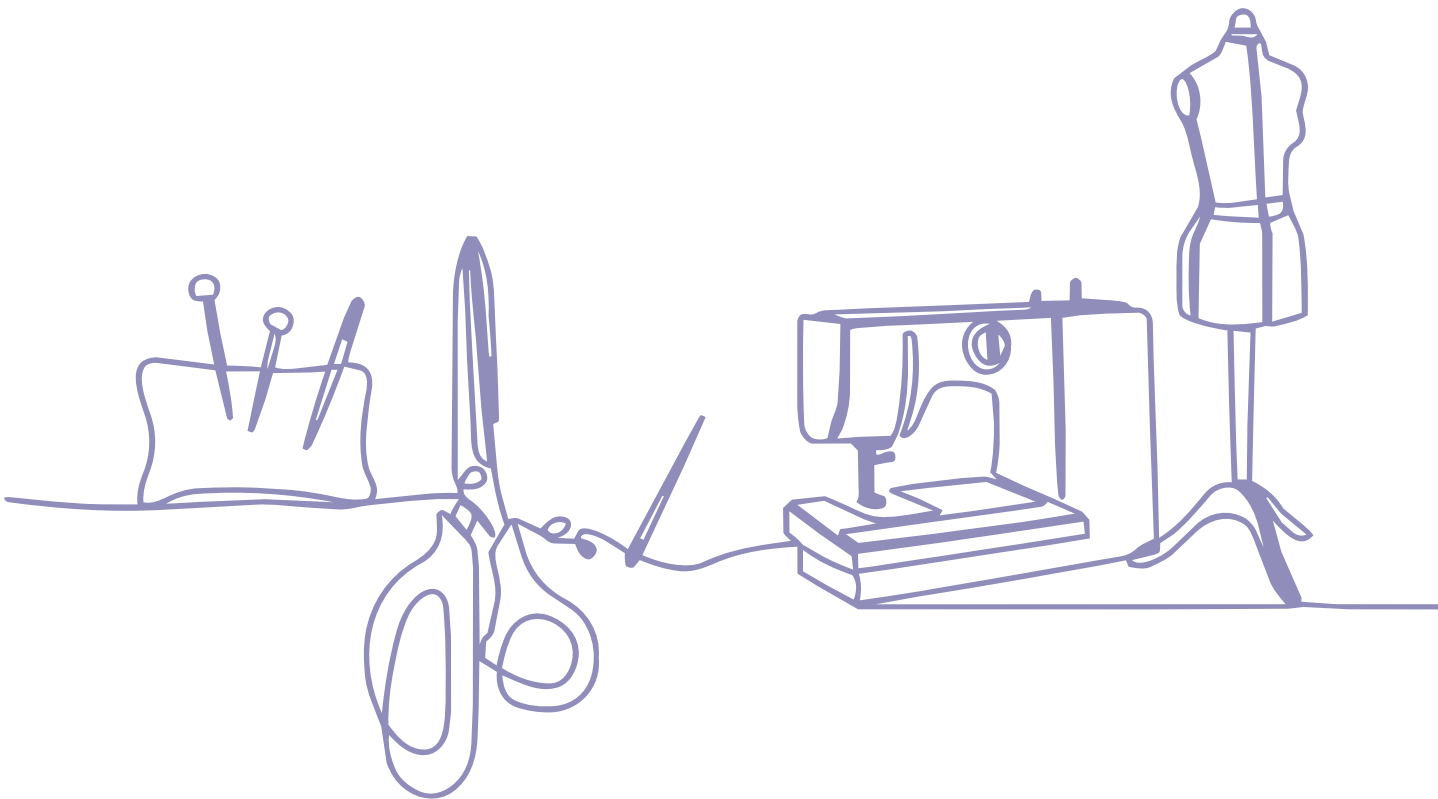
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee (Principle-1 to 9)	Frequency
Performance against above policies and follow up action	Directors	Annually
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board	Half-yearly

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).

No

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

<p>The entity does not consider the Principles material to its business (Yes/No)</p> <p>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</p> <p>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</p> <p>It is planned to be done in the next financial year (Yes/No)</p> <p>Any other reason (please specify)</p>	<p>Pearl Global has not engaged external agencies for independent assessment or evaluation of its policies. However, all policies and processes undergo specific audits and reviews conducted internally within the Company.</p>
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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.

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	2	Framework of Corporate Social Responsibility, sustainability efforts and Investor Support services Impact: Adherence of good governance practices & guidance to the organisation by board on critical aspects of governance	100.00%
Key Managerial Personnel	2	Framework of Corporate Social Responsibility, sustainability efforts and Investor Support services Impact: Adherence of good governance practices & guidance to the organisation by board on critical aspects of governance	100.00%
Employees other than BoD and KMPs	48	Supervisory skill training, POSH, Work Etiquette, soft skills Impact: Professional supervisor's responsibility, modes of communication, qualities of leader, Integrity, building relations and safe workplace for all have helped supervisors to become more responsible and accountable towards their team members and organisation. Hence creating a safe and productive workplace for all. Women safety at workplace, treating everyone with respect, professional behaviour, Keep floor organised. Verbal, written communication, Team work, problem solving, EQ, Time management.	95.00%
Workers	62	Capability-building programs such as RISE, SST & WCP, POSH, Health & Safety, Quality, and First Aid trainings are designed to equip workers with the skills and awareness needed to handle challenging situations effectively. Impact: These initiatives not only prepare them for worst-case scenarios but also support personal development, ultimately enhancing work quality and fostering a safe and secure workplace environment.	98.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, 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					
Type	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	0	0	0.00		No
Settlement	0	0	0.00		No
Compounding fee	0	0	0.00		No

Non-Monetary				
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0			No
Punishment	0			No

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.

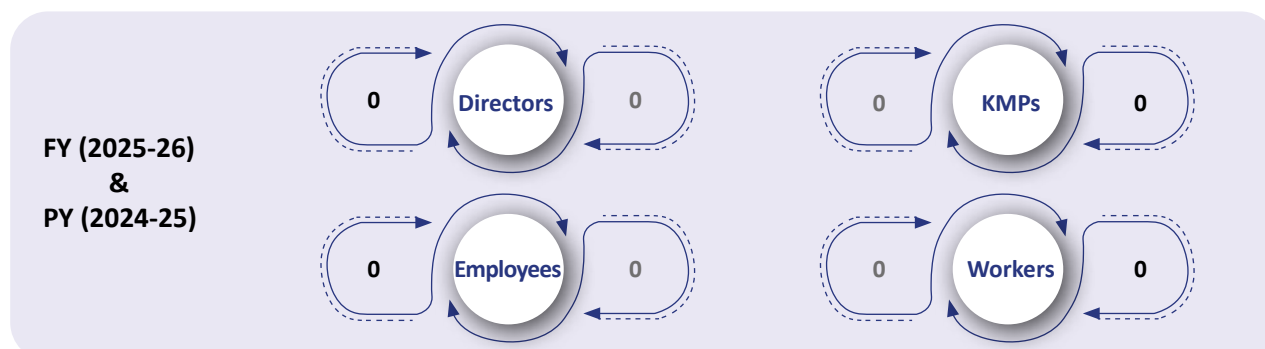
Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not applicable	

4. Does the entity have anti-corruption or anti-bribery policy?

Yes, Pearl Global has established a comprehensive Global Governance Manual that includes an Anti-Bribery and Anti-Corruption (ABAC) Policy. This Policy governs all operations and business activities, ensuring compliance with applicable laws, adherence to the highest ethical standards, and the effective prevention and detection of fraud, bribery, and corruption. It applies across all levels of the organization, including Directors, senior leadership, employees, and extends to consultants, contractors, trainees, interns, agency staff, business partners, service providers, and other third parties acting on behalf of the Company. To reinforce its commitment, the Company actively communicates and promotes awareness of the ABAC Policy through e-learning modules for employees, vendors, and supply chain partners. Additionally, Pearl periodically appoints a suitably senior, competent, and independent individual as the Compliance Officer/Chief Ethics Counsellor, responsible for overseeing adherence to the Policy.

Web-link:<https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16>

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



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

Particulars	FY (2025-26)		PY (2024-25)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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

Not Applicable

8. Number of days of accounts payables

Particular	FY (2025-26)	PY (2024-25)
Number of days of accounts payables	125	108

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

₹ in Lakh

Parameter	Metrics	FY (2025-26)	PY (2024-25)
Concentration of Purchases	a. i) Purchases from trading houses	3,050.02	3,791.03
	ii) Total purchases	47,295.88	59,918.98
	iii) Purchases from trading houses as % of total purchases	6.45%	6.33%
	b. Number of trading houses where purchases are made	270	323
	c. i) Purchases from top 10 trading houses	2,102.89	2,937.61
	ii) Total purchases from trading houses	3,050.02	3,791.03
Concentration of Sales	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	68.95%	77.49%
	a. i) Sales to dealer / distributors	1,00,127.10	1,10,927.16
	ii) Total Sales	1,00,127.10	1,10,927.16
	iii) Sales to dealer / distributors as % of total sales	100.00%	100.00%
	b. Number of dealers / distributors to whom sales are made	27	20
	c. i) Sales to top 10 dealers / distributors	89,825.11	1,06,242.07
Share of RPTs in	ii) Total Sales to dealer / distributors	1,00,127.10	1,10,927.16
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	89.71%	95.78%
	a. i) Purchases (Purchases with related parties)	0.00	0.00
	ii) Total Purchases	47,295.88	55,674.20
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.00%	0.00%
	b. i) Sales (Sales to related parties)	18,721.02	28,128.92
	ii) Total Sales	1,00,127.10	1,10,927.16
	iii) Sales (Sales to related parties as % of Total Sales)	18.70%	25.36%
	c. i) Loans & advances given to related parties	4,838.36	2,431.22
	ii) Total loans & advances	4,875.23	2,573.37
	iii) Loans & advances given to related parties as % of Total loans & advances	99.24%	94.48%
	d. i) Investments in related parties	16,868.87	16,398.82
ii) Total Investments made	16,868.87	16,398.82	
iii) Investments in related parties as % of Total Investments made	100.00%	100.00%	

Leadership Indicators

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

Sr. No.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	1	<p>Pearl actively undertakes multiple initiatives to raise awareness among its value chain partners on key aspects of the National Guidelines for Responsible Business Conduct. These awareness programs primarily focus on three core areas: Safety, Ethics, and Business Responsibility.</p> <p>a. Safety: Pearl's ambition is to achieve 'Zero Harm' and establish itself as an industry leader in Safety and Health performance. To this end, the Company has implemented several measures:</p> <ul style="list-style-type: none"> Clearly articulated safety policies that provide unambiguous guidance A robust safety governance framework Strong management and reporting systems Comprehensive training and communication channels Defined performance metrics to monitor Safety and Health outcomes <p>These safety protocols apply not only to employees and workers but also extend to all value chain partners accessing the Company's sites. All individuals, including contract workers from vendor partners, are required to complete mandatory safety training before entering Pearl's facilities. This ensures a unified understanding of safety risks and protocols among everyone present on factory.</p> <p>b. Ethics: Pearl regularly conducts awareness sessions for its vendor partners on key policies including the Anti-Bribery and Anti-Corruption Policy, the Code of Conduct, and the Prevention of Sexual Harassment Policy. These sessions address critical themes such as Governance, Ethics, Health & Safety, Labour Practices, and Human Rights.</p> <p>c. Supply Chain Responsibility: All supplier partners in India are required to adhere to Pearl's Business Associate Code of Conduct, which sets forth the ESG standards essential for doing business with the Company. This Code covers vital areas such as regulatory compliance, anti-bribery and corruption, health and safety, human rights, environmental protection, asset protection, third-party representation, violation reporting, and conflict of interest. The program emphasises ethical conduct, human rights, health and safety, and environmental sustainability, among other important topics. Critical suppliers identified through Responsible guidelines undergo third-party evaluations based on these standards and are categorised from 'Basic' to 'Leading' depending on their performance.</p>	100.00%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes, Pearl has established a Code of Conduct applicable to all members of its Board, mandating that every Director act in the best interests of the Company at all times. Directors must ensure that any personal or professional affiliations do not create a conflict of interest with the Company's operations. In instances of actual or potential conflict, the concerned Director is obligated to immediately disclose the matter and seek the necessary approvals in line with applicable laws and Company policies. Additionally, the Company obtains an annual declaration from its Board of Directors affirming their compliance with the Code of Conduct, including its provisions on managing conflict of interest.

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.**

Particulars	FY (2025-26)	PY (2024-25)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	No
Capex	43.77%	0.27%	Solar Panel Installation

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes
- b. **If yes, what percentage of inputs were sourced sustainably?**
47.00%
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)**

The Company has established a structured waste management system to ensure responsible handling and disposal of waste generated across its operations. All waste is systematically segregated at source into defined categories such as hazardous, non-hazardous, recyclable, and non-recyclable waste, in accordance with applicable regulatory requirements and internal standard operating procedures. Designated storage areas have been developed within the premises to ensure safe and compliant handling of segregated waste, with adequate controls to prevent environmental contamination. The Company ensures that all waste is disposed of only through authorised and approved vendors, in compliance with applicable environmental laws and regulations. Periodic monitoring and documentation are maintained to track waste generation, handling, and disposal, thereby promoting transparency, regulatory compliance, and continuous improvement in waste management practices.

(b) E-waste

The Company has established formal agreements with authorised vendors for the collection, handling, and environmentally sound disposal of electronic waste (e-waste). All e-waste generated across operations is channelised exclusively through these authorised recyclers, ensuring compliance with applicable regulations and preventing any adverse environmental or health impacts. The Company also maintains records of e-waste disposal and periodically reviews vendor compliance to ensure adherence to regulatory requirements and responsible recycling practices.

(c) Hazardous waste

The handling, storage, transportation, and transboundary movement of hazardous waste are undertaken in strict compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. The Company ensures that all hazardous waste is managed in an environmentally sound manner, with appropriate authorisations, documentation, and tracking mechanisms in place. Disposal is carried out only through authorised recyclers or Treatment, Storage, and Disposal Facilities (TSDFs), in accordance with regulatory requirements, thereby minimising environmental and health risks.

(d) other waste

All non-hazardous waste generated across the Company’s operations is managed and disposed of in accordance with the provisions of the internal Waste Handling Policy and applicable regulatory guidelines. The Company ensures segregation at source, safe collection, and appropriate storage of non-hazardous waste to facilitate recycling, reuse, or environmentally responsible disposal. Wherever feasible, the Company prioritises resource recovery and circularity by routing recyclable waste through authorised recyclers. Regular monitoring and documentation are maintained to ensure compliance, traceability, and continuous improvement in non-hazardous waste management practices.

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.

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)?

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.

Name of product and 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).

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2025-26)	PY (2024-25)
1	Fabric	2.75%	1.50%

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:

Particulars	FY (2025-26)			PY (2024-25)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	0.00	19.14	0.00	0.00	26.67
E-waste (in kgs)	0.00	0.00	1.74	0.00	0.00	4.16
Hazardous waste	0.00	0.00	16.40	0.00	0.00	2.57
Others: Mixed	0.00	0.00	849.69	0.00	0.00	566.20

5. Reclaim products and their Packaging material (as percentage of product sold) for each product category.

Not Applicable

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1503	1503	100.00%	1503	100.00%	N/A	N/A	0	0.00%	0	0.00%
Female	261	261	100.00%	261	100.00%	261	100.00%	N/A	N/A	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1764	1764	100.00%	1764	100.00%	261	14.80%	0	0.00%	0	0.00%
Other than Permanent Employees											
Male	0	0	0.00%	0	0.00%	N/A	N/A	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	N/A	N/A	0	0.00%
	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	2975	2975	100.00%	2975	100.00%	N/A	N/A	0	0.00%	0	0.00%
Female	5517	5517	100.00%	5517	100.00%	5517	100.00%	N/A	N/A	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	8492	8492	100.00%	8492	100.00%	5517	64.97%	0	0.00%	0	0.00%

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Other than Permanent Employees											
Male	1112	1112	100.00%	1112	100.00%	N/A	N/A	0	0.00%	0	0.00%
Female	545	545	100.00%	545	100.00%	545	100.00%	N/A	N/A	0	0.00%
Others	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1657	1657	100.00%	1657	100.00%	545	32.89%	0	0.00%	0	0.00%

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

₹. in Lakh

	FY (2025-26)	PY (2024-25)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	479.30	262.50
ii) Total revenue of the company	1,08,128.83	1,19,616.35
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.44%	0.22%

2. Details of retirement benefits

Benefits	FY (2025-26)			PY (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	24.00%	100.00%	Yes	22.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	17.00%	100.00%	Yes	16.00%	100.00%	Yes

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

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, Pearl Global upholds a dedicated Equal Opportunity Policy as part of our Global Governance Policy, for Persons with Disabilities, supported by the overarching principles of fairness and inclusion embedded in the Pearl Code of Conduct. The policy is aligned with the provisions of the Rights of Persons with Disabilities Act, 2016. Pearl Global is committed to fostering an inclusive workplace where all individuals are treated with dignity and respect. The Company does not discriminate based on disability and provides equal opportunity to all candidates and employees.

Key principles of the policy include:

1. Equal Opportunity in Employment: Persons with disabilities are encouraged to apply. All hiring, training, promotion, and career advancement decisions are based on merit, qualifications, and role requirements.
2. Non-Discrimination: The Company strictly prohibits discrimination, harassment, or unfair treatment based on disability at any stage of employment.
3. Workplace Accessibility: Reasonable efforts are made to provide an accessible and supportive work environment, in line with business feasibility and applicable regulations.
4. Supportive Work Environment: Employees with disabilities are treated at par with others, with necessary support considered on a case-by-case basis to enable them to perform their roles effectively.

The policy can be accessed at <https://www.pearlglobal.com/investor-relations/corporate-governance/>

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 in %	Retention rate in %	Return to work rate in %	Retention rate in %
Male	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

Categories	Mechanism
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	<p>Yes, Pearl has established a Grievance Policy that provides employees with a clear channel to voice concerns related to their employment. This Policy ensures that all grievances are addressed promptly, fairly and impartially by designated Grievance Committee, while aligning with the organisation's broader policies. It covers employee issues involving the conduct, inaction, or decisions of supervisors, colleagues, or Management that affect them.</p> <p>Under this policy's grievance resolution framework, the initial step encourages open communication. Employees are advised to attempt an informal resolution by discussing their concerns directly with their immediate supervisor. Should this informal approach not lead to a satisfactory outcome and the employee feels the matter qualifies as a formal grievance, they may proceed to file a formal complaint as outlined in the policy to pursue an equitable resolution. The Company provides a dedicated ethics line portal (https://secure.integritymatters.in/signin) for all the employees/workers worldwide to raise grievances at each location or factory for resolution. A nominated Global Ethics Committee handles all grievances. Additionally, anonymous toll-free helpline numbers are available for employees to report issues at any time.</p>

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

Category	FY (2025-26)			PY (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	1764	0	0.00%	1452	0	0.00%
Male	1503	0	0.00%	1260	0	0.00%
Female	261	0	0.00%	192	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	8492	0	0.00%	7640	0	0.00%
Male	2975	0	0.00%	2591	0	0.00%
Female	5517	0	0.00%	5049	0	0.00%
Other	0	0	0.00%	0	0	0.00%

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	1503	1503	100.00%	1503	100.00%	1260	1260	100.00%	1260	100.00%
Female	261	261	100.00%	261	100.00%	192	192	100.00%	192	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1764	1764	100.00%	1764	100.00%	1452	1452	100.00%	1452	100.00%
Workers										
Male	4087	4087	100.00%	4087	100.00%	3861	3861	100.00%	3861	100.00%
Female	6062	6062	100.00%	6062	100.00%	5591	5591	100.00%	5591	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	10149	10149	100.00%	10149	100.00%	9452	9452	100.00%	9452	100.00%

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

Category	FY (2025-26)			PY (2024-25)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1503	1503	100.00%	1260	1260	100.00%
Female	261	261	100.00%	192	192	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	1764	1764	100.00%	1452	1452	100.00%
Workers						
Male	4087	4087	100.00%	3861	3861	100.00%
Female	6062	6062	100.00%	5591	5591	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	10149	10149	100.00%	9452	9452	100.00%

10. Health and safety management system:

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

Yes, Pearl has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) aligned with applicable Environmental, Health and Safety Management System (EHSMS) requirements, relevant national regulations, and recognised standards to ensure a safe, healthy, and risk-free workplace across all its operations. The Company has a formally approved Occupational Health and Safety Policy that outlines its commitment to prevention of work-related injuries and illnesses, hazard identification, risk assessment, and continual improvement in OH&S performance.

The policy is communicated across all levels of the organisation and is accessible to employees, contractors, and other stakeholders. The OHSMS is integrated into the Company's annual business planning and operational processes, with clearly defined objectives, targets, and key performance indicators (KPIs) related to workplace safety. Roles, responsibilities, and accountability for OH&S implementation are clearly defined and cascaded

from the apex management to divisions, departments, and shop-floor personnel. Pearl follows a structured process for HIRARC (Hazard Identification, Risk Assessment and Risk Control) framework, covering routine and non-routine activities. Periodic safety audits, inspections, and management reviews are conducted to assess system effectiveness and ensure compliance with applicable legal and other requirements. The Company conducts regular training and awareness programmes, safety drills, and capacity-building initiatives for employees and contract workers to promote a strong safety culture. Incident reporting and investigation mechanisms are in place to analyse root causes and implement corrective and preventive actions. Occupational health surveillance is carried out through periodic medical examinations, and necessary measures are taken to address workplace-related health risks.

Emergency preparedness and response plans have been established at all operational locations and are periodically tested through mock drills.

Through this structured and integrated approach, Pearl ensures continual improvement in occupational health and safety performance while safeguarding the well-being of its workforce and maintaining full compliance with applicable regulatory requirements.

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 established a structured and documented process for identification of work-related hazards and assessment of risks covering both routine and non-routine activities across all operational locations. For routine operations, hazard identification and risk assessment are carried out through a defined HIRARC (Hazard Identification, Risk Assessment and Risk Control) framework. Each department identifies potential physical, chemical, biological, ergonomic, and psychosocial hazards associated with regular activities. Risks are evaluated based on likelihood and severity, and appropriate control measures are implemented following the hierarchy of controls (elimination, substitution, engineering controls, administrative controls, and use of personal protective equipment). These assessments are reviewed periodically and updated in case of any process changes, incidents, or regulatory updates. For non-routine activities such as maintenance, shutdowns, new installations, and contractor-led work, the Company follows a Permit-to-Work (PTW) system along with Job Safety Analysis (JSA) / Job Hazard Analysis (JHA). These processes ensure that task-specific risks are identified prior to commencement of work and necessary preventive and mitigation measures are implemented. High-risk activities such as work at height, confined space entry, hot work, and electrical work are

strictly controlled through authorised permits and supervision. In addition, periodic workplace inspections, safety audits, and behavioural safety observations are conducted to proactively identify hazards and unsafe conditions. Near-miss reporting and incident investigation systems are also used as key inputs for identifying recurring risks and strengthening preventive controls. The Company ensures participation of employees and contractors in hazard identification processes through safety committees, toolbox talks, and feedback mechanisms. Findings from risk assessments are documented, communicated, and integrated into standard operating procedures (SOPs), training programmes, and emergency preparedness plans. This systematic approach enables continuous monitoring, evaluation, and mitigation of workplace risks, ensuring a safe working environment and compliance with applicable occupational health and safety requirements.

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

Yes, Health & Safety Committee meetings are held on a quarterly basis, and suggestion boxes are placed within the factory to enable employees to report safety or other concerns. In addition, Employees can access toll free numbers at any time to report safety issues.

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

Yes

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

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

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

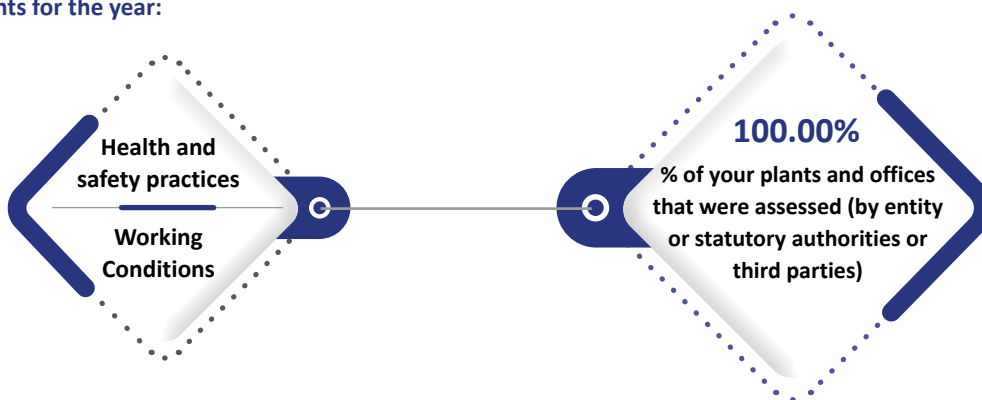
The Company has implemented a comprehensive Occupational Health and Safety (OH&S) framework to ensure a safe, secure, and healthy workplace across all its operations, aligned with applicable legal requirements and recognised standards. A formal Occupational Health and Safety Policy is in place, endorsed by top management, which outlines the commitment to prevention of work-related injuries and illnesses, hazard elimination, and continual improvement. The policy is communicated across all levels of the organisation and extended to contractors and visitors. The Company follows a structured risk management approach through Hazard Identification, Risk Assessment and Risk Control (HIRARC) processes covering both routine and non-routine activities. Appropriate control measures are implemented based on the hierarchy of controls, and risks are periodically reviewed and updated. Safe operating procedures (SOPs) and work instructions have been established for all critical operations. A Permit-to-Work (PTW) system is implemented for high-risk activities such as confined space entry, hot work, electrical work, and work at height to ensure controlled execution. Regular safety inspections, internal audits, and third-party assessments are conducted to monitor compliance and identify improvement areas.

Observations are tracked, and corrective and preventive actions are implemented in a time-bound manner. The Company conducts regular training programmes, safety inductions, refresher sessions, and toolbox talks to build awareness and strengthen safety culture among employees and contract workers. Behaviour-based safety initiatives are also undertaken to promote safe practices at the workplace. Adequate personal protective equipment (PPE) is provided based on job-specific risk assessments, and its usage is strictly monitored. Engineering controls, machine guarding, and safety interlocks are implemented to minimise operational risks. Occupational health is addressed through periodic medical check-ups, health surveillance programmes, and wellness initiatives. Necessary measures are taken to mitigate exposure to workplace hazards such as dust, noise, and chemicals. Emergency preparedness and response systems are established at all locations, including fire safety systems, emergency response teams, and mock drills conducted at regular intervals to ensure readiness. Incident reporting and investigation mechanisms are in place to capture accidents, near misses, and unsafe conditions. Root cause analysis is conducted, and learnings are incorporated into system improvements. Through these measures, the Company ensures a proactive and systematic approach to maintaining a safe and healthy workplace while fostering a culture of safety and accountability across the organisation.

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

Type	FY (2025-26)			PY (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	11	0	Nil	12	0	Nil
Health & Safety	14	0	Nil	15	0	Nil

14. Assessments for the year:



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

The Company has established a robust incident management and corrective action framework to address safety-related incidents and significant risks identified through health and safety assessments. All safety incidents, including near misses, are promptly reported, recorded, and investigated using a structured root cause analysis methodology. Based on the findings, corrective and preventive actions (CAPA) are identified, implemented, and tracked to closure within defined timelines. Corrective actions typically include process modifications, strengthening of engineering controls, revision of standard operating procedures (SOPs), and reinforcement of safety measures at the workplace. Where significant risks or concerns are identified through risk assessments, safety audits, inspections, or employee feedback, immediate interim controls are

implemented to mitigate exposure, followed by long-term corrective measures. These include installation or upgradation of safety equipment, machine guarding, improvement in ventilation systems, and enhancement of workplace ergonomics. Behavioural and human-factor-related issues are addressed through targeted training programmes, refresher sessions, and increased supervision. Toolbox talks and safety awareness campaigns are conducted to reinforce safe work practices and prevent recurrence of similar incidents. For contractor-related incidents or risks, additional controls such as stricter permit-to-work (PTW) requirements, enhanced supervision, and contractor safety evaluations are implemented. The effectiveness of corrective actions is periodically reviewed through follow-up audits, inspections, and management reviews to ensure sustained improvement. Key learnings from incidents are communicated across all sites to prevent recurrence and strengthen the overall safety management system. As on the reporting date, there are no material or recurring safety incidents that have a significant impact on operations. The Company continues to proactively identify risks and implement necessary corrective actions to maintain a safe and healthy working environment.

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).

Employees : Yes

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.

The Company has established a structured mechanism to ensure that statutory dues are duly deducted and deposited by its value chain partners in compliance with applicable regulations. A monthly reconciliation and confirmation process is carried out to verify statutory deductions and deposits, including applicable taxes and labour-related compliances, based on documentation and declarations submitted by value chain partners. The Company also obtains periodic compliance confirmations and supporting records, such as challans and statutory filings, wherever applicable. In cases where discrepancies or non-compliances are identified, the Company engages with the concerned partners to ensure timely rectification. Appropriate corrective actions, including follow-ups, documentation review, and strengthening of compliance requirements, are undertaken to address such gaps. These measures are supported by defined contractual clauses, vendor onboarding due diligence, and periodic assessments to reinforce accountability and ensure ongoing compliance across the value chain.

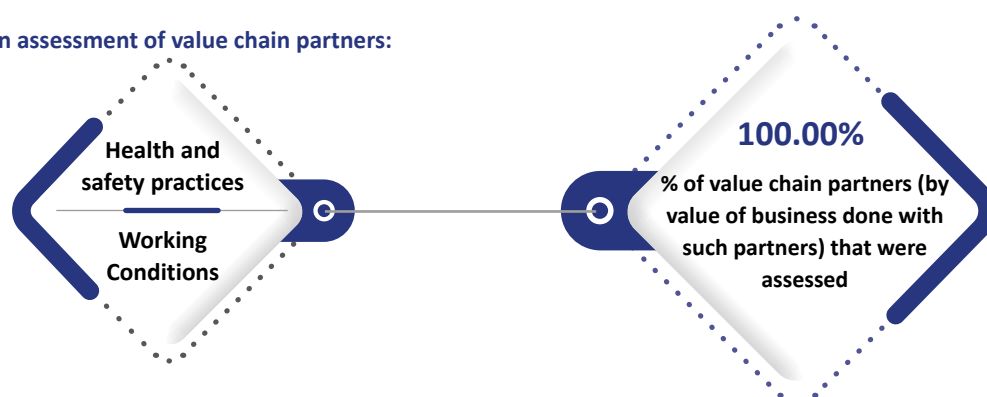
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	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)	PY (2024-25)	FY (2025-26)	PY (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/ NA)

No

5. Details on assessment of value chain partners:



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.

Based on the assessments conducted, no significant risks or concerns related to health and safety practices and working conditions of value chain partners were identified during the reporting period. However, the Company maintains a proactive approach towards monitoring and continuous improvement. Minor observations, if any, are communicated to the respective partners for timely resolution, and necessary guidance is provided to strengthen their health and safety practices. The Company continues to engage with value chain partners through periodic assessments, compliance reviews, and awareness initiatives to ensure adherence to applicable health and safety standards and to mitigate any potential risks.

PRINCIPLE 4

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

Essential Indicators

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

The Company has a structured approach for identifying and prioritising its key stakeholder groups through periodic stakeholder mapping and materiality assessment exercises. Stakeholders are identified based on their relationship with the Company’s operations, value chain, and business objectives. These include internal and external groups such as employees, customers, suppliers, investors, regulators, local communities, and other relevant parties. The identification process considers factors such as the nature and extent of engagement, dependency on the Company’s activities, and the potential impact of the Company’s operations on these groups.

Stakeholders are subsequently prioritised based on their level of influence on business performance and the degree to which they are affected by the Company’s activities. This includes assessment of risks, opportunities, and expectations associated with each stakeholder group. The Company’s proactive stakeholder engagement framework supports early identification and continuous interaction with key stakeholders, enabling it to understand their concerns, expectations, and feedback. Insights derived from these engagements are integrated into business strategies, risk management processes, and sustainability initiatives. This systematic process ensures effective stakeholder management, strengthens relationships, and supports the Company’s commitment to responsible and sustainable business practices.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Details of Channels of communication	Details of Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	EMPLOYEES	No	Team meetings, email communications, training sessions, orientation and induction programmes, town hall gatherings, learning and development initiatives, annual performance evaluations, rewards and recognition programmes, exit interviews.	Ongoing-Throughout the year	Employee well-being, grievance resolution, career growth, organisational strategy and vision, policies and procedures, workplace health and safety, as well as compensation and benefits.

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Details of Channels of communication	Details of Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
2	CUSTOMERS	No	Customer engagement through meetings, personal and telephonic interactions, conferences, surveys, face-to-face discussions, emails, and feedback collection.	Ongoing-Throughout the year	Gaining insight into customer needs, preferences, and expectations; managing complaints effectively; fostering new product development; and maintaining open channels for communication and feedback.
3	SHAREHOLDERS	No	Annual General Meeting, shareholder meetings, plant visits, emails, Stock Exchange (SE) notifications, investor and analyst meetings or conference calls, annual reports, quarterly financial results, media releases, and updates on the Company's website	Ongoing-Throughout the year	Sharing and communicating both financial and non-financial performance updates with shareholders to keep them informed and, when necessary, to obtain their approval.
4	VALUE CHAIN PARTNERS	No	Site visits and personal or telephonic interactions, along with trainings and communications conducted through emails.	Ongoing-Throughout the year	Fostering strong relationships with suppliers of raw materials and indirect services is essential for Pearl Global to guarantee uninterrupted delivery to its customers.
5	COMMUNITIES	Yes	Advancing special education, championing gender equality, empowering women, and supporting children in rural communities.	Ongoing-Throughout the year	Enhanced access to essentials such as water, sanitation, hygiene, and the promotion of education.
6	REGULATORS/ GOVERNMENT AUTHORITIES	No	Engagement through industry associations and forums, corporate presentations, written reports, emails, communication briefings, and direct meetings.	Ongoing-Throughout the year	Adherence to regulations and addressing industry-related concerns.

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 has established a structured governance mechanism for consultation between stakeholders and the Board on Economic, Environmental, and Social (EES) matters. The responsibility for facilitating such consultations is delegated to the Managing Director (MD), supported by the senior leadership team. Stakeholder inputs are gathered through various engagement channels, including periodic interactions, surveys, operational reviews, and sustainability assessments. Key insights, concerns, and feedback received from stakeholders are consolidated by the management and presented to the Board and its Committees at regular intervals. These updates are shared during Board meetings as well as through dedicated Committee discussions, enabling focused deliberation on specific EES topics. The Board and relevant Committees review the feedback, provide strategic guidance, and, where necessary, direct management to take appropriate actions. This structured flow of information ensures that stakeholder perspectives are effectively integrated into decision-making processes, risk management, and the Company's sustainability strategy.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, The Company actively uses stakeholder consultation to support the identification and management of key environmental and social topics. Inputs from stakeholders are systematically captured through engagement platforms and the Materiality Assessment exercise. The identified material issues are prioritised based on their impact on business operations and stakeholder relevance, and are subsequently integrated into the Company's policies, risk management framework, and operational strategies. Based on stakeholder feedback, the Company has defined focused environmental and social priorities and aligned them with measurable targets and action plans. These inputs have been incorporated into sustainability initiatives such as resource efficiency, emissions management, employee well-being, community development, and responsible supply chain practices. Necessary resources, including capital allocation, technology adoption, and workforce planning, are deployed to support implementation. Material topics identified through stakeholder consultations are embedded into annual and long-term business planning processes to ensure alignment with organisational objectives while addressing stakeholder expectations and potential risks. A structured governance framework ensures oversight of these initiatives. The Board and its Committees, including the Corporate Social Responsibility Committee, Risk Management Committee, and Audit Committee, periodically review progress against defined action plans and provide strategic guidance. This ensures that stakeholder inputs are effectively translated into policies, programmes, and measurable outcomes, supporting continuous improvement in environmental and social performance.

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

The Company's community engagement approach is focused on creating sustained improvements in the well-being of communities in its areas of operation. This is implemented through region-specific development models with emphasis on marginalised groups and communities located in proximity to operational sites. In addition, the Company undertakes scalable and replicable initiatives to address broader development challenges at a national level.

Key initiatives undertaken to address community concerns include:

- Ensuring safe operations and implementation of adequate safety measures at all facilities to safeguard the health and well-being of nearby communities.
- Conducting continuous community engagement and outreach programmes to understand local needs and address concerns in a timely manner.
- Implementing targeted interventions across key areas such as public health, nutrition, water conservation and sanitation, education, livelihood generation, promotion of sports, inclusion of persons with disabilities, development of community infrastructure, and strengthening of grassroots leadership. These initiatives are aligned with the Company's commitment to responsible business practices and inclusive growth.

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)			PY (2024-25)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1764	1764	100.00%	1452	1452	100.00%
Other than Permanent	0	0	0.00%	0	0	0.00%
Total Employees	1764	1764	100.00%	1452	1452	100.00%
Workers						
Permanent	8492	8492	100.00%	7640	7640	100.00%
Other than Permanent	1657	1657	100.00%	1812	1812	100.00%
Total Workers	10149	10149	100.00%	9452	9452	100.00%

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

Category	FY (2025-26)					PY (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	1764	0	0.00%	1764	100.00%	1452	0	0.00%	1452	100.00%
Male	1503	0	0.00%	1503	100.00%	1260	0	0.00%	1260	100.00%
Female	261	0	0.00%	261	100.00%	192	0	0.00%	192	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	8492	8492	100.00%	0	0.00%	7640	7640	100.00%	0	0.00%
Male	2975	2975	100.00%	0	0.00%	2591	2591	100.00%	0	0.00%
Female	5517	5517	100.00%	0	0.00%	5049	5049	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	1657	1657	100.00%	0	0.00%	1812	1812	100.00%	0	0.00%
Male	1112	1112	100.00%	0	0.00%	1270	1270	100.00%	0	0.00%
Female	545	545	100.00%	0	0.00%	542	542	100.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

a. Median remuneration / wages:

Category	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration salary/ wages of respective category	Number	Median remuneration salary/ wages of respective category
Board of Directors	9	2,48,571	3	0	0	0
Key Managerial Personnel	2	7,12,042	1	2,58,728	0	0
Employees other than BoD and KMP	1316	34,489	232	29,822	0	0
Workers	2792	13,500	4934	13,000	0	0

b. Gross wages paid to females:

Category	₹. in Lakh	
	FY (2025-26)	PY (2024-25)
Gross wages paid to females	3,894.36	3,491.84
Total wages	26,320.56	26,413.31
Gross wages paid to females (Gross wages paid to females as % of total wages)	14.80%	13.22%

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, the ethics team is responsible for addressing human rights impacts and concerns.

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

The Company has established a structured and accessible grievance redressal mechanism to address concerns related to human rights across its operations and value chain. Key elements include:

- **Formal Grievance Policy and Framework:** A documented policy outlines the process for reporting, investigating, and resolving human rights concerns, aligned with applicable laws and international standards.
- **Multiple Reporting Channels:** Employees, contract workers, and external stakeholders can raise grievances through various channels such as dedicated email IDs, helplines, suggestion boxes, and direct reporting to HR or designated ethics officers. Anonymous reporting is also permitted to ensure protection against retaliation.
- **Grievance Redressal Committee (GRC):** A cross-functional committee is constituted to review and address complaints in a fair, unbiased, and time-bound manner. Sensitive issues are escalated to senior management where required.
- **Confidentiality and Non-Retaliation:** All complaints are handled with strict confidentiality. The Company enforces a zero-tolerance approach towards retaliation against individuals raising concerns in good faith.
- **Defined Timelines and Tracking:** Complaints are acknowledged promptly and resolved within defined timelines. A tracking system ensures transparency and accountability throughout the resolution process.
- **Corrective and Preventive Actions:** Based on investigation findings, appropriate corrective actions are implemented, and systemic improvements are made to prevent recurrence.
- **Awareness and Training:** Employees and workers are regularly sensitized about their rights and the grievance mechanisms available, ensuring accessibility and effective utilization.
- **Periodic Review:** The effectiveness of the grievance mechanism is periodically reviewed, and improvements are made based on feedback and evolving best practices. This mechanism ensures that all human rights-related concerns are addressed promptly, fairly, and transparently, reinforcing the Company’s commitment to ethical conduct and respect for human rights

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

Particulars	FY (2025-26)			PY (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	1	0		1	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

Particulars	FY (2025-26)	PY (2024-25)
	Filed during the year	Filed during the year
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	227	220
iii) Complaints on POSH as a % of female employees / workers	0.44%	0.45%
iv) Complaints on POSH upheld	0	0

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

The Company has established robust mechanisms to ensure that complainants in cases of discrimination and harassment are protected from any adverse consequences. Key measures include:

- **POSH Committee:** A duly constituted Internal Committee in line with the Prevention of Sexual Harassment (POSH) Act handles complaints in a confidential, impartial, and time-bound manner.
- **Non-Retaliation Policy:** The Company strictly prohibits any form of retaliation, victimisation, or discrimination against individuals who raise concerns in good faith. Any such behaviour is subject to disciplinary action.
- **Whistleblower Mechanism:** A well-communicated Whistleblower Policy enables employees and stakeholders to report concerns anonymously, ensuring protection of identity and safeguarding against reprisals.
- **Confidentiality Assurance:** All complaints and related proceedings are handled with strict confidentiality to protect the dignity and privacy of the complainant. Awareness and Communication: Regular communication and training programs are conducted to ensure employees are aware of their rights and the protections available to them.
- **Monitoring and Oversight:** Cases are monitored by senior management, and appropriate safeguards are implemented to ensure that the complainant does not face any adverse treatment during or after the investigation process.

These mechanisms collectively ensure a safe and supportive environment, encouraging individuals to report concerns without fear of negative consequences.

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

Yes, Pearl maintains a Global Governance Manual that highlights the critical importance of human rights standards. The Company also strives to integrate these principles within its business agreements and contractual arrangements.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

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

Not Applicable

Leadership Indicators 

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

During the reporting period, the Company did not identify any need to modify or introduce new business processes specifically as a result of addressing human rights grievances or complaints. Existing policies, procedures, and grievance redressal mechanisms were found to be adequate and effective in addressing concerns raised. The Company, however, continues to periodically review its systems and remains committed to strengthening processes, should the need arise in the future.

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

Not Applicable

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

Yes

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Child Labour	100.00%
Forced Labour/Involuntary Labour	100.00%
Wages	100.00%

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

Not Applicable

PRINCIPLE 6

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

Essential Indicators

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

Whether total energy consumption and energy intensity is applicable to the company?

Yes

Parameter	Units	FY (2025-26)	PY (2024-25)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	3343.52	528.92
Total fuel consumption (B)	Gigajoule (GJ)	36729.85	9663.91
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	40073.37	10192.83
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	28760.03	34931.11
Total fuel consumption (E)	Gigajoule (GJ)	34678.63	39999.43
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	63438.66	74930.54
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	103512.03	85123.37
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / ₹	0.000009573	0.0000007116
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / ₹	0.00	0.00
Energy intensity in terms of physical Output	Gigajoule (GJ)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity			

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? 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.

No

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

Parameter*	FY (2025-26)	PY (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	46833.00	64199.00
(iii) Third party water	85056.45	1256.50
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	378.00	73104.50
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	132267.45	138560.00
Total volume of water consumption (in kilolitres)	132267.45	138560.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000122324	0.0000011584
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00	0.00
Water intensity in terms of physical output	0.00	0.00

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

No

4. Provide the following details related to water discharged:

Parameter	FY (2025-26)	PY (2024-25)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	85489.00	103830.45
No treatment	33159.00	8119.45
With treatment – please specify level of treatment	52330.00	95711.00
Total water discharged (in kilolitres)	85489.00	103830.45

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

No

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

No

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Yes

Parameter	Please specify unit	FY (2025-26)	PY (2024-25)
NOx	ug/m3	6.27	13.84
SOx	ug/m3	5.86	7.44
Particulate matter (PM)	ug/m3	33.00	37.00
Persistent organic pollutants (POP)	ug/m3	0.00	0.00
Volatile organic compounds (VOC)	ug/m3	0.00	0.00
Hazardous air pollutants (HAP)	ug/m3	0.00	0.00

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

No

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

Parameter	Unit	FY (2025-26)	PY (2024-25)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	2081.57	2068.76
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	5811.92	7224.46
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e / ₹	0.00000073	0.000000777

Parameter	Unit	FY (2025-26)	PY (2024-25)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / ₹	0.00	0.00
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e	0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

No

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

Parameter	FY (2025-26)	PY (2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	19.137	26.673
E-waste (B)	1.74	4.168
Bio-medical waste (C)	0.02552	0.03
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.011	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	21.195	3.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	828.461	971.507
Total (A+B + C + D + E + F + G + H)	870.56952	1006.328
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000805	0.000000084
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00	0.00
Waste intensity in terms of physical output	0.00	0.00
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7.50	7.30
(ii) Re-used	1.25	1.20
(iii) Other recovery operations	0.00	0.00
Total	8.75	8.50
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	870.57	1006.328
Total	870.57	1006.328

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

No

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

The Company has implemented a comprehensive waste management system across all its establishments, aligned with applicable environmental regulations and industry best practices. Waste is systematically segregated at source into hazardous and non-hazardous categories, including recyclables, biodegradable waste, and other waste streams. Designated storage areas with proper labeling and containment measures are maintained to prevent contamination and environmental risks. Non-hazardous waste is primarily managed through reuse and recycling channels, with authorized recyclers engaged for materials such as paper, plastic, and metal. Organic waste, wherever feasible, is composted or disposed of through municipal-approved mechanisms. Hazardous waste, including chemical residues, used oils, and contaminated materials, is handled strictly in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and is disposed of through authorized vendors approved by regulatory authorities. To reduce the usage of hazardous and toxic chemicals, the Company has adopted a proactive substitution and optimization strategy. This includes: Gradual replacement of hazardous chemicals with environmentally friendly or less toxic alternatives Process optimization to minimize chemical consumption Adoption of cleaner production techniques and low-impact raw materials Strict adherence to Restricted Substances Lists (RSL) and applicable regulatory standards Additionally, regular monitoring, training, and awareness programs are conducted for employees to ensure safe handling, storage, and disposal of chemicals. Material Safety Data Sheets (MSDS) are maintained and accessible at all relevant locations. For managing hazardous waste, the Company ensures proper collection, labeling, storage, and transportation through licensed agencies. Records of waste generation, handling, and disposal are maintained and periodically reviewed to identify opportunities for reduction and improvement. Through these measures, the Company aims to minimize environmental impact, ensure regulatory compliance, and promote sustainable resource management across its operations.

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

Not Applicable

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

Not Applicable

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/NA). If not, provide details of all such non-compliances, in the following format:

Yes

Leadership Indicators 

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

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

(i) Name of the Area

(ii) Nature of Operations

(iii) Water withdrawal, consumption and discharge:

Pearl's factories and offices neither withdraw, consume, nor discharge water in regions facing water stress.

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency.

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

Whether total Scope 3 emissions & its intensity is applicable to the company?

Parameter	Unit	FY (2025-26)	PY (2024-25)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	Not Applicable	Not Applicable
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

Note: No independent assessment, evaluation, or assurance has been conducted by an external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Water Monitoring	Water monitoring by installation of flowmeters for better control of fresh- water consumption.	Reduced GHG emissions	No
2	Energy Management	Energy monitoring and energy optimisation.	Reduced GHG emissions	No
3	Energy Management	Solar panel installation completed across facilities	Switched to renewable energy sources	No
4	Product Certification	Product certifications- RCS (Recycled Claim Standard), GCC (General Certificate of Conformance)	Product sustainability	No

5. Does the entity have a business continuity and disaster management plan? Details of entity at which business continuity and disaster management plan is placed or weblink.

Yes. Business continuity and disaster management planning are integral components of the Company's Risk Management Policy. Weblink: <https://www.pearlglobal.com/investor-relations/>.

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.

Nil

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

Nil

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

Not Applicable

PRINCIPLE 7

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

Essential Indicators

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

4

- 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/International)
1	Apparel Export Promotion Council	National
2	Gurugram Industrial Association State	State
3	Gurugram Chamber of Commerce	State
4	Federation of Indian Export Organisations	National

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

Not Applicable

Leadership Indicators

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

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.**

The Company has not carried out Social impact Assessment during the year

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

Not Applicable

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

Pearl's operations have not resulted in any significant human rights grievances during the reporting period. Consequently, no business processes were required to be modified or newly introduced in response to such complaints. However, the Company maintains a proactive approach by engaging regularly with employees, workers, and community stakeholders to understand potential concerns at an early stage. Existing grievance redressal mechanisms and policies are periodically reviewed to ensure their continued effectiveness and alignment with evolving best practices. Additionally, through its CSR and community engagement initiatives, Pearl continues to strengthen its commitment to responsible and inclusive business practices.

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

Particulars	FY (2025-26)	PY (2024-25)
Directly sourced from MSMEs/ small producers	30.23%	14.66%
Sourced directly from within the district and neighbouring districts	23.10%	21.21%

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:

₹ in Lakh

Location	FY (2025-26)	PY (2024-25)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Rural areas	0.00%	0.00%
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	5,465.87	55,155.90
ii) Total Wage Cost	6,447.34	6,178.79
iii) % of Job creation in Semi-Urban areas	84.78%	83.45%
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00	0.00
ii) Total Wage Cost	0.00	0.00
iii) % of Job creation in Urban areas	0.00%	0.00%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	18,443.07	18,923.36
ii) Total Wage Cost	20,922.21	21,831.19
iii) % of Job creation in Metropolitan area	88.15%	86.68%

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)
Not Applicable
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies
CSR projects have not been carried out in aspirational districts.
- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No/NA)
Nil
 - From which marginalized /vulnerable groups do you procure?
Pearl does not procure materials from marginalised groups.
 - What percentage of total procurement (by value) does it constitute?
Nil
- 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:
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.

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
1	Education- Badhtey Kadam is an initiative launched in government schools in Gurugram to support underprivileged children. The Company has introduced remedial classes aimed at strengthening their mainstream education.	800	100.00%
2	Environmental Sustainability- Green Belt: A 0.5-acre area at Rajiv Chowk, Gurugram, has been adopted with the purpose of transforming it into a dedicated green belt area.	1000	70.00%
3	Environmental Sustainability- Second Stich is a program designed for re-using fabric/katran for making Rugs and distributing in Govt School for dignified classroom experience.	2500	100.00%
4	Health & Sanitation- RO Water Installation in Government schools	15000	100.00%
5	Diversity & Inclusion- The Company has distributed Triscooters to speciallyable people	3	100.00%
6	Diversity & Inclusion- The Company provided Cabinets and vinyle flooring in Captain Chandan Lal Blind School, Gurugram	500	100.00%
7	Women & Child Development- Sweater Distribution in Government schools	120	100.00%

PRINCIPLE 9

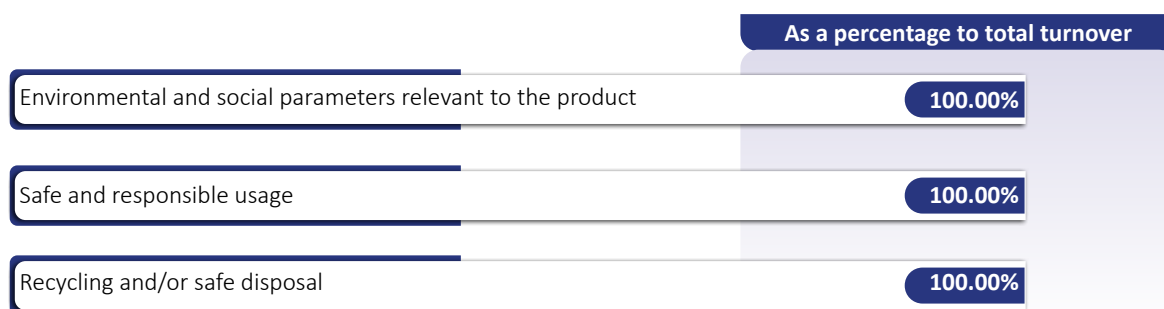
Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company has established structured mechanisms to receive, track, and respond to consumer complaints and feedback, with customer response and satisfaction being a key priority for Pearl. The Company engages with customers through multiple channels, including direct interactions and a dedicated customer portal, to understand their expectations and experiences and enable timely submission of feedback. Feedback is collected regularly and consolidated into a structured “Voice of Customer” report to identify key concerns, recurring issues, and areas for improvement. Based on these insights, targeted corrective and preventive actions are planned and implemented in a time-bound manner. Customer satisfaction trends are continuously monitored and periodically reviewed by senior management, ensuring accountability and driving ongoing improvements in product quality and service delivery.

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



3. Number of consumer complaints in respect of the following

Particulars	FY (2025-26)			PY (2024-25)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

Particulars	Number	Reasons for recalls
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy

Yes, the Company has an established privacy policy in place.

Weblink: <https://www.pearlglobal.com/investor-relations/corporate-governance/#1658924263399-b8a03d53-bf16>

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.

During the reporting period, no incidents were reported in relation to advertising and delivery of essential services, cyber security and customer data privacy, recurrence of product recalls, or any penalties/actions taken by regulatory authorities concerning the safety of products or services. Accordingly, no corrective actions were required or are currently underway in these areas. The Company continues to maintain robust systems, policies, and controls to ensure compliance with applicable regulations and to proactively mitigate potential risks across these aspects.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

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

Nil

c. Impact, if any, of the data breaches

No data breaches were reported during the reporting period; therefore, there was no impact on customer data, operations, or the Company's stakeholders.

Leadership Indicators 

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

Detailed information about the complete portfolio of products and services provided by Pearl is available at : <https://www.pearlglobal.com/products/>

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

The Company ensures that consumers are well-informed about the safe and responsible use of its products through clear and comprehensive product labelling. Product tags provide detailed instructions on usage, including guidelines for washing, drying, and ironing, enabling customers to handle and maintain products appropriately.

These measures support product longevity, ensure user safety, and promote responsible consumption practices.

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

The Company is not engaged in the provision of essential services; therefore, mechanisms related to informing consumers about risks of disruption or discontinuation of such services are not applicable.

4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief.

Yes, the Company provides product information that goes beyond the requirements prescribed under applicable local laws. Wherever relevant, Pearl supplements mandatory disclosures with additional technical information, including test certifications that detail the chemical and mechanical properties of its products. This enhanced level of disclosure promotes transparency, supports quality assurance, and enables customers to make well-informed purchasing and usage decisions. In addition, Pearl has established a structured mechanism to assess and enhance customer satisfaction through an annual customer satisfaction survey. The survey captures feedback from a diverse group of stakeholders, including direct B2B clients, Micro, Small and Medium Enterprises (MSMEs), and channel partners. Participants evaluate the Company across multiple parameters such as product quality, new product development and innovation, delivery performance, commercial terms, relationship management, complaint resolution, and technical support. The survey results are systematically analysed to identify trends, benchmark performance, and highlight key areas for improvement. Actionable insights derived from the findings are shared with senior leadership and relevant business functions, forming an integral part of the Company’s continuous improvement framework. These insights also contribute to strategic decision-making, helping Pearl strengthen customer relationships, enhance service delivery, and align its offerings with evolving customer expectations.

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

